

WOMEN'S TECHNOLOGY TRAINING LIMITED

England & Wales · Charity number 514972

Details

Other names	BLACKBURNE HOUSE EDUCATION, WOMEN'S TECHNOLOGY AND EDUCATION CENTRE
Status	Registered
Legal form	Charitable company
Company number	01712569
Registered	1984-04-03
Register	View on the Charity Commission register

Contact

Address	Blackburne House Group Blackburne Place Liverpool L8 7PE
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Activities

Objects: TO ADVANCE EDUCATION AND TO RELIEVE FINANCIAL NEED BY PROVIDING OR ASSISTING IN THE PROVISION OF VOCATIONAL TRAINING FOR WOMEN AND BY PROVIDING GUIDANCE FOR SUCH OF THEM AS ARE IN NEED CALCULATED TO ENABLE THEM TO EARN THEIR OWN LIVING.

Activities: The principal activities are women's education and training which continue to expand in line with skill requirements of local employers and student demand. We also work closely with the Education and Skills Funding Agency and the Liverpool City Region Combined Authority to help fulfill the local and national education agendas.

Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Knowsley
- Liverpool City
- Sefton
- St Helens
- Wirral

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£1,357,638	£1,285,175	£539,537	36
2024-07-31	£1,281,179	£1,230,807	£467,074	32
2023-07-31	£1,114,067	£1,077,109	£416,702	32
2022-07-31	£1,260,262	£1,243,585	£379,744	41
2021-07-31	£1,708,117	£2,284,647	£363,067	41
2020-07-31	£1,827,879	£1,547,120	£939,598	43

Trustees

Name	Role	Appointed
Alex Cousins		2026-04-24
Amina Ismail		2026-04-24
Annette Hennessy		2017-03-23
Dianne Brown		2025-03-27
ELIZABETH CROSS		
Fiona Shaw		2026-04-24
Humaira Khan		2022-04-05
Jayne Worthington		2021-11-25
Jo Ann Whittingham		2025-03-27
Lynda Brady		2023-02-23
Nina Roberts		2020-07-29
Sally-Anne Watkiss		2014-01-23

WOMEN'S TECHNOLOGY TRAINING LIMITED

England & Wales - Charity number 514972

Accounts

WOMEN'S TECHNOLOGY TRAINING LIMITED
(Company Limited by Guarantee)

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended
31 July 2025

Company Registration Number 01712569
Charity Number 514972

WOMEN'S TECHNOLOGY TRAINING LIMITED

Financial Statements Year ended 31 July 2025

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Members of the Board and Professional Advisors Year ended 31 July 2025

Registered Charity name	Women's Technology Training Limited
Company number	01712569
Charity number	514972
The Board of Trustees	Elizabeth Cross (Chair) Sally-Anne Watkiss Annette Hennessy Nina Roberts Jayne Worthington Humaira Khan Lynda Brady Ngunan Adamu (resigned 20/12/2024) Jo Ann Whittingham (appointed 27/03/2025) Dianne Brown (appointed 27/03/2025)
Company secretary	Jennifer Lawson
Chief executive	Andrea Rushton
Registered office	Blackburne House Blackburne Place Off Hope Street Liverpool L8 7PE
Statutory Auditor	Mitchell Charlesworth (Audit) Limited Accountants Registered Auditor Suites C,D,E,F, 14th Floor The Plaza 100 Old Hall Street Liverpool L3 9QJ
Bankers	National Westminster Bank Plc 5 Oxford Street Liverpool L7 7HL
Solicitors	MSB Solicitors Ltd Silkhouse Court Tithebarn Street Liverpool L2 2LZ

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report Year ended 31 July 2025

The trustees, who are also directors for the purposes of the Companies Act, present their annual report and the audited accounts of the charity for the year ended 31 July 2025. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) in preparing the annual report and accounts of the charity.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, the Charities Act 2011 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 United Kingdom and Republic of Ireland published in October 2019.

Trustees

The trustees who served the charity during the year were as follows:

Elizabeth Cross (Chair)	Annette Hennessy
Humaira Khan	Ngunan Adamu (resigned 20/12/2024)
Sally-Anne Watkiss	Jayne Worthington
Lynda Brady	Nina Roberts
Jo Ann Whittingham (appointed 27/03/2025)	Dianne Brown (appointed 27/03/2025)

Trustees are appointed in accordance with the Memorandum and Articles of Association.

None of the trustees receive remuneration or other benefits for their work as trustees of the charity. Any connection between a trustee or senior manager of the charity with a company must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party.

Objectives of the Charity

The charity's objects and its principal activity continue to be that of providing training for women in areas where they are traditionally under-represented. It seeks to transform women's lives and encourage their independence through the provision of education, training, and opportunities of every kind in an environment of equality and inspiration.

Public Benefit

When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit, and particularly the specific guidance on charities for the advancement of education.

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of race, ethnicity, sexual orientation, or disability.

It is a priority of the organisation that access to our services is not restricted and based on eligibility guidelines from our devolved Adult Skills Fund (ASF), formerly Adult Education Budget (AEB) this allows learners that access. Additionally, the Discretionary Learner Support Fund provided by The Liverpool City Region Combined Authority for learners enables us to assist those to meet the costs of childcare, travel, learner and learning support. All our charitable activities focus on education and learning for women and are undertaken to further our charitable purpose for the public benefit.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2025

Strategic Report

About Women's Technology Training Limited (Blackburne House Education)

Women's Technology Training Limited, more latterly known as Blackburne House Education (BHE) was established in 1983 with the aim of progressing women from disadvantaged backgrounds into employment within technical professions – an area in which, at the time, women were significantly under-represented.

The organisation grew quickly and considerably and, in 1991 we moved into new premises in Liverpool's famous Georgian Quarter. More than £4m was raised to breathe new life back into Blackburne House and the beautiful, Grade II-listed building then became our new home.

Today, Blackburne House Education is a vibrant and thriving organisation and one of the country's leading education centres. Over the years, through our sister organisation Blackburne House, we have established several successful social enterprises that support our educational aims and provide tangible examples of how new markets can be used to serve local communities.

Our History and Achievements

Women's Technology Training Limited, now widely known as Blackburne House Education (BHE), was established in 1983 with a clear mission: to support women from disadvantaged backgrounds into employment within technical professions—sectors where women were significantly under-represented at the time.

As demand for our services grew, so did the organisation. In 1991, Blackburne House relocated to a beautifully restored Grade II-listed building in Liverpool's iconic Georgian Quarter. With over £4 million raised to rejuvenate the site, this historic space became a vibrant hub for education and innovation.

Today, Blackburne House Education, along with our renowned partnership with The School for Social Entrepreneurs, is a thriving organisation and one of the UK's leading education centres. Through our sister organisation, Blackburne House, we have created a series of successful social enterprises, each aligned with our educational mission and offering real-world examples of how new markets can address local community needs.

Attracting thousands of visitors each year, our facilities have grown to include a bustling bistro and Café, a wellness and counselling centre, state-of-the-art conference and events spaces, and a 52-place nursery. These social enterprises not only support our educational objectives but also provide hands-on learning opportunities and sustainable revenue streams.

Blackburne House's work has been recognised locally, nationally, and internationally. Our commitment to empowering women through education earned us the prestigious Freedom of the City award in June 2015—a testament to our transformative impact on education for women in Liverpool and across the wider Merseyside region.

Our Vision and Values

Our vision is to educate and up skill women so that they can pursue professions in every sector and at every level, where women are still typically under-represented. We aspire to give confidence to the women we work with, so that they can go on to live independent lives, believe in their dreams and achieve their ambitions. We want to inspire our women to believe that anything is possible. We want to instil a culture of empathy and understanding, of inclusion and acceptance. We want to overcome prejudice, discrimination and adversity and create a positive and holistic environment where women can share, learn, and grow.

We have a core set of values that is ingrained into everything that we do. Those values are integral to our organisation, helping to define our long-term aims and objectives and influence the way we work.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2025

Strategic Report [Continued]

Inspiration

We provide the highest possible quality of inspirational education and development - and our teaching and working methods and our services and environment reflect this relentless commitment.

Transformation

We believe in using creative working methods to develop new and innovative ways of fulfilling and exceeding our financial, social, and environmental aims, renewing and transforming our business and helping us to touch and transform the lives of everyone who works with Blackburne House.

Equality

Blackburne House is and has always been about holistic approaches to improving the lives of women - all women. We constantly build on the diversity and range of our services including support and education services for children and men, where these will contribute to improving the lives of women.

Independence

As well as helping our students and service users to develop their own independence, our charitable and commercial activities all operate to continuously improving business standards - to deliver the independence of Blackburne House.

Activities, achievements, and performance

From 2019/20 academic year the Government devolved the Adult Education Budget (AEB) in Liverpool City Region to the Combined Authority (LCRCA). We successfully tendered for the second term and gained a further five-year education contract via LCRCA in 2021 with commencement in 2022, with the potential value of £3.8m over the five years. We continue to develop and expand curriculum, training methods and our project portfolio in line with the needs of students, employers, government initiatives and local Industry growth agendas.

In August 2024, the Adult Education Budget (AEB) was officially replaced by the Adult Skills Fund (ASF).

Our partnership with The School for Social Entrepreneurs continues to be highly successful in delivering programs that attract and develop learners who want to pursue self-employment with a social impact. We invest in individuals from all backgrounds who have practical ideas for change. Our vision is of a fair and equal society where the potential of all people is fully realised.

Education

For over 40 years, Blackburne House Education has proudly served as a Voluntary and Community Independent Provider, supporting the learning aspirations of Liverpool City Region residents. We are distinguished as an inclusive educational institution that welcomes individuals from all backgrounds, empowering them to improve their lives and those of their families through education and skills development.

During the 2024/25 academic year, Blackburne House Education supported 511 learners across 1,673 course enrolments. Of these, 500 were adult learners, accounting for 1,631 enrolments reflecting our ongoing commitment to lifelong learning and skills development.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2025

Education [Continued]

Key Learner Demographics:

Deprivation Levels:

- 82.5% resided in areas ranked among the 30% most deprived nationally, a slight decrease from the previous year (2024 – 82.9%).
- Of these, 57.4% lived in IMD 1 postcodes, placing them within the top 10% most deprived areas in England (2024 – 63.2%).

Diversity and Inclusion:

- 98.2% (491 learners) were women, with 78.2% (381 women) identifying as from Black, Asian, Mixed, or Other ethnic groups, reflecting a growing diversity in our learning community (2024 – 73.2%).

Support for Learners with Additional Needs:

- 24.6% (121 learners) declared a learning difficulty or disability, highlighting our commitment to providing inclusive learning opportunities (2024 – 29.4%).

At the core of Blackburne House Education are our values of Independence, Transformation, Inspiration, and Equality. These values are the driving force behind our work and are embedded across all aspects of our organisation. Our vision is clear:

"To provide education for women facing disadvantage, enabling them to unlock their full potential through high-quality learning provision and support."

Expanding Our Reach and Impact

Situated in Toxteth, one of Liverpool's most deprived areas, Blackburne House Education extends its educational provision across the wider Liverpool City Region. Our focus remains on effectively engaging underrepresented and marginalised communities, particularly from the global majority, refugees, asylum seekers, lone parents, long-term unemployed individuals, and caregivers.

We offer a wide-ranging curriculum designed to align with regional priorities and meet the needs of both local individuals and businesses. Our courses cater primarily to adult women but also include a growing number of 16 to 19-year-old learners who require a nurturing, supportive environment in which to thrive.

Curriculum Offer:

Learners can choose from a diverse portfolio of programmes, including:

- Vocational Courses: Health and Social Care, Teacher Training, and Complementary Therapies.
- Academic Qualifications: Access to Higher Education, GCSEs, and Functional Skills.
- Creative and Practical Programmes: Holistic Therapies.
- ESOL (English for Speakers of Other Languages): Supporting a diverse range of learners with language development needs.

Our curriculum is dynamic and responsive, shaped to meet the evolving needs of learners and employers, ensuring our graduates are equipped with the skills and confidence to access meaningful employment or progress into further education and training.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2025

Fostering Personal Growth and Wellbeing

Recognising the critical role of mental health and resilience in learner success, we have expanded our curriculum to include comprehensive health and wellbeing programmes. These initiatives are designed to empower learners, build confidence, and promote emotional well-being alongside academic achievement.

Throughout the 2024/25 academic year, we collaborated with funders to enhance mental health support services, with a particular focus on supporting women from the global majority, who often face additional cultural and societal challenges. Initiatives included:

- Counselling and emotional support services tailored to individual needs.
- Workshops and short courses focused on stress management, self-care, and healthy living.
- Bursaries and grants to alleviate financial pressures and support participation.

By integrating well-being into our educational approach, we ensure learners are fully supported to engage with their studies and progress confidently toward their goals.

Strategic Growth and Future Plans

In response to increasing demand and the evolving needs of our community, we have committed to the ongoing expansion of our educational provision. Our full-time delivery programme continues to be mapped against local and regional labour market priorities, ensuring we address critical skills gaps and provide relevant pathways into employment and further study.

This strategic approach ensures that our learners benefit from holistic, employment-focused pathways, equipping them with the skills, experience, and confidence required to thrive in today's workforce.

Blackburne House Education remains committed to empowering women, driving social mobility, and supporting community development across Liverpool City Region. By maintaining a focus on learner success, wellbeing, and employability, we continue to be a beacon of hope and opportunity for those who need it most.

Quality and Performance

The Board of Trustees and Executive Leadership Team embody the core values of Blackburne House Education, ensuring the organisation's mission and vision remain clear, consistent, and inspirational. The Education & Nursery Quality Committee plays a pivotal role by setting and agreeing on key quality and performance targets annually for the academic year. These targets are rigorously monitored and scrutinised through committee meetings and Senior Management Team reviews.

Learner feedback is a vital component of our quality assurance framework. We actively use their insights to identify areas for improvement, celebrate best practices, and enhance teaching, learning, assessment, and the overall environment. Learners consistently commend Blackburne House Education as a safe, welcoming, and inspirational niche-learning environment where they feel valued and supported.

Our leaders and managers work collaboratively with Liverpool City Region Combined Authority (LCRCA) colleagues to align our curriculum with regional skills priorities. Our programs are designed to meet the needs of local communities and address employer demands. With clear progression routes in place, learners can progress seamlessly from pre-entry levels through to higher-level qualifications, supporting long-term employability and skills development.

We are steadfast in our commitment to safeguarding and promoting the welfare of all our learners. This commitment is shared across staff, trustees, and volunteers. Safeguarding children, young people, and vulnerable adults remains a cornerstone of our organisational ethos. We diligently comply with the Safeguarding Vulnerable Groups Act 2006, the Education Act 2002, and the Counterterrorism and Security Act 2015. To this end, safeguarding is embedded throughout our operations, supported by regular training for trustees, staff, and volunteers. Safeguarding performance and responsibilities are reviewed regularly to ensure we maintain the highest standards of care and protection.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2025

Quality and Performance [Continued]

Our organisation benefits from a robust safeguarding structure. This includes a dedicated Designated Safeguarding Lead, supported by an experienced safeguarding team, and a designated Board Safeguarding Lead who ensures accountability at the highest level. Policies and procedures are reviewed routinely by the Board and the Education & Nursery Quality Committee to ensure our safeguarding practices remain rigorous and effective.

The quality of education at Blackburne House has continued to improve in 2024/2025, with notable increases in learner achievement rates, demonstrating the positive impact of the strategies implemented to enhance the learner experience. We continue to provide a quality education experience at Blackburne House. We have an overall achievement rate of 78.8%, a slight decrease from the previous year's rate of 81.7%. Whilst this is below the national benchmark of (87.1%) it is reflective of persistent barriers many women face in accessing and completing their education. As such we continue to embed strategies to enhance learner experience and achievement.

Increasingly, learners are successfully completing their qualifications, showcasing resilience and determination in the face of challenges. However, the rising cost of living has placed additional pressures on learners, many of whom struggle with childcare and travel expenses or the need to balance studies with work commitments.

Despite the challenges, subject areas have demonstrated considerable progress, particularly in Health and Social Care. For the first time, our Level 3 Health and Social Care was redesigned to incorporate structured work placements. Our students completed their placements within the local community, supporting care delivery in residential homes while working alongside experienced mentors. This initiative provided learners with valuable real-world experience and strengthened their practical skills. The programme received excellent feedback from the placement providers, and it has significantly enhanced our reputation with local employers. As a result of this positive partnership, we will continue to collaborate with these employers during the 2025/26 academic year.

We have strengthened pathways to progression during this academic year, not only internally but also into employment and higher education. This has been achieved by creating a more focused and purposeful curriculum offer. During the year, 80% of our students progressed from Level 2 to Level 3. However, within the specific course offer of Health and Social Care, that increased to over 90%, being learners progressing from Level 2 Health and Social Care to Level 3 Diploma in Adult Care or Access to Higher Education (Health and Social Care). There was also strong progression routes established within Counselling where over 80% of students progressed from Level 2 to Level 3, and we now also offer a route to Level 4.

The Education Leadership Team continue to focus on learner progress. Steps are being taken to strengthen early intervention measures and provide tailored, individualised support to learners. These actions aim to further improve retention and achievement rates, ensuring continued year-on-year progress and a high-quality learning experience for all.

Education through enterprise

Blackburne House Education takes an enterprising approach to teaching and learning. Enterprise encourages people to learn and develop in a way that meets their needs and develops skills for learning, skills for life and skills for work. The world is changing rapidly, and people need to be prepared. They need to have the skills and attitudes to cope with an unpredictable future, to be able to deal with setbacks and disappointments in a positive way and to continue to learn for the rest of their lives. Whenever possible, we utilise the resources across Blackburne House to provide our learners with real life opportunities to enhance their development and support them to become more influential in their own lives and the lives of others.

Careers & Employability

At Blackburne House Education, employability is a core component of all our programs, ensuring learners are equipped with the skills and knowledge needed to succeed in their chosen careers. Our tailored sessions include CV writing, applying for work, Ask the Professional events, communication for career progression, interview skills, and confidence building, alongside opportunities for work experience that enhance real-world preparedness.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2025

Careers & Employability [Continued]

To further strengthen this support, we are proud to collaborate with VOLA and several other local organisations on a project aimed at supporting women who are classed as economically inactive. Funded by the UK Shared Prosperity Fund until March 2026, this initiative provides vital, additional support to women at both the beginning and end of their educational journey with us, enabling them to transition into meaningful employment or further education.

In addition to career-focused support, our Health and Wellbeing services play a key role in building confidence and resilience. These services equip learners with essential life skills that empower them to adapt, thrive, and manage life's challenges effectively, ensuring they are not only prepared for their careers but also for personal growth and success.

School for Social Entrepreneurs (SSE) in the North West

Blackburne House Education continues to work in partnership with The School for Social Entrepreneurs (SSE) to deliver capacity building programs for socially trading organisations from across the Northwest.

We support the development and growth of social enterprises as a means by which to address some of society's most pressing issues. We empower people from all backgrounds to create positive social change. Our programs help individuals start, sustain, and scale social enterprises, charities, and community projects. We help individuals build confidence, leadership, and business skills.

This year we continue to embed the SSE 'Igniting the Social Economy 2022 to 2025' strategy. As a partner, we are working to fulfil this strategy which aims to:

- Ignite entrepreneurship communities.
- Accelerate social innovation.
- Harness networks and insights.

Programs and Partnerships

Over the past 12 months SSE have been able to explore partnership opportunities to attract programme funding. As a result, SSE in the Northwest have been successful in developing new partnerships which have resulted in the launch of new opportunities:

A&O Sherman

SSE were chosen as the charity of choice by A&O Sherman with a view to tackle school exclusions in Liverpool and London. This support has enabled SSE and SSE in the Northwest to embed the new strategy, developing placed based programs across new themes. This partnership has seen increased levels of support for social entrepreneurs, primarily, although not exclusively, that are based in the Liverpool City Region. This year sees the end of this 3 year partnership.

Women's Enterprise Growth Programme

This year we supported the second year of a three-year programme to support women aged 18-35 living or working in London and Liverpool to develop the skills, strengths and networks required to grow purpose-led enterprises and in turn create new jobs for underserved communities.

The programme is run by SSE with support from Youth Business International (YBI) and funded by Standard Chartered Foundation as part of Futuremakers by Standard Chartered.

10 Liverpool based and 10 Participants will get a fully funded 8-day learning programme, bespoke 1:1 business development and modelling support, a supportive peer network and the chance to pitch for one of four Match Trading grants of up to £7,000.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2025

Black Business Support

SSE in the Northwest were commissioned by Innervision to be an Account Manager providing a business coaching service to 6 Liverpool based entrepreneurs.

Bespoke Support

We continue to strengthen collaborative relationships across the social enterprise sector, reinforcing SSE's position as a market leader in the North West and Blackburne House as a leading social enterprise. Our bespoke support includes hosting project visits for national and international audiences, facilitating action learning sets, delivering witness sessions, and participating in social investment panels.

The Year Ahead

Blackburne House Education will seek to strengthen the partnership with SSE and will support SSE Northwest to cultivate local partnerships with a view to delivering both programs and workshops that ignite entrepreneurship in communities. We will also welcome a number of business leaders into the SSE Fellowship which is a community of people who have all graduated from SSE programs. The Fellowship offers funding, events, and support to help SSE Fellows to continue to grow the impact of their organisations as well as connect with others in the community. This is made possible by Social Partners, a community of people with extensive business experience who donate both time and money to support SSE Fellows.

Financial review

The trustees carry key financial responsibilities, including ensuring the solvency of the organisation, safeguarding its assets, and approving the annual budget. In approving the budget, trustees establish clear financial objectives with quantifiable targets, enabling the organisation to measure progress and achievement effectively. To support these objectives, monthly management accounts are produced and reviewed at Executive Leadership meetings. A formal reporting cycle has been established, incorporating a structured schedule of meetings with the Finance Audit & Risk Committee (FA&RC) and the Board of Trustees.

FA&RC, under powers delegated by the trustees, regulates and controls the organisation's finances. The committee continually reviews and refines its reporting mechanisms to ensure financial planning remains forward-thinking and aligned with organisational goals. This approach ensures that Blackburne House Education is well-positioned to capitalise on opportunities for growth and sustainability.

Blackburne House Education was selected by the Department for Education to participate in the Multiply Research Trial in 2024/2025. This initiative focused on embedding maths into the Health and Social Care curriculum, with the aim of improving attainment in GCSE Maths and Functional Skills qualifications. Using dedicated resources and targeted staff CPD, the project supported staff in developing new and innovative approaches to integrating maths within their teaching practice. Staff reported that the support provided helped them feel more confident when embedding maths into the curriculum and created different approaches within the classroom when delivering Maths at both GCSE and functional skills level. Overall, the project was considered highly successful, with both staff and students benefiting from the initiative. Blackburne House Education was proud to be the only provider within the Liverpool City Region Combined Authority (LCRCA) invited to take part in the trial, further reflecting the organisation's strong reputation for excellence and innovation in education.

Throughout the year, we continued to deliver our 16–19 Young Persons provision. Although the contract value for the year was lower, this reflected the impact of the lagged funding model rather than reduced activity. Growth achieved in the previous academic year resulted in a higher contract allocation for the following year, which supports our financial sustainability and strengthens our capacity to further develop and expand our educational offer. This positive allocation positions us well to achieve further growth in the 2025/26 academic year.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2025

Financial review [Continued]

Alongside our educational achievements, Blackburne House continues to deliver Mindfulness and Counselling sessions to both learners and women in the community. These interventions address the ongoing and widespread decline in mental health and wellbeing experienced by women. Evidence from our programs highlights the persistent need for mental health support, prompting us to secure additional funding to continue these vital services. This funding ensures the ongoing delivery of counselling and wellness interventions, enabling Blackburne House to provide life-changing support to women during challenging times.

Our plans for the future

Our future plans are centred on strengthening our core Education offer, enabling us to continue delivering on the vision of Blackburne House. By focusing on high-quality, impactful education, we remain committed to empowering women through knowledge, skills, and opportunity. Alongside this, we will continue to provide the vital community and learner services that build resilience and independence for women, ensuring our work positively impacts individuals, the local community, and the wider economy.

As we conclude the fifth year of devolution, our education contract has once again achieved Adult Skills Fund (ASF) in-year growth, driven by increased enrolments and improved achievement rates. Moving forward, we will continue to work closely with the Liverpool City Region Combined Authority (LCRCA) to align our curriculum with local priority areas. By regularly assessing delivery and adapting plans in response to the evolving external environment, we aim to achieve sustained growth while responding flexibly to the needs of women and the communities we serve.

Our curriculum is carefully designed to integrate wraparound skills, including employability, wellbeing, personal development, and progression, supported by robust services. We continue to embed Equality & Diversity, Safeguarding, and Prevent training across all programs, ensuring that our learners develop the skills and awareness needed to thrive professionally and personally.

To address and remove barriers to education, we have significantly enhanced our Wellness and Counselling services and will actively pursue additional funding to sustain these vital offerings into 2025/26. The positive impact of these services is clear, with learners benefiting from:

- Reduced waiting times for counselling services.
- Decreased isolation alongside increased confidence and a greater sense of connection.
- Development of long-term coping and recovery strategies.
- Improved wellbeing and a renewed sense of hope for the future.
- Higher progression into our education programs, resulting in enhanced life chances and financial independence.

In addition to Wellness and Counselling, we are proud to continue our grant-giving initiatives in partnership with the Smallwood Trust and Bishop David Sheppard Trust. These grants provide critical financial support to individual women, enabling them to overcome personal and financial barriers. The measurable impact of these grants has been significant, creating life-changing opportunities for women and their families.

We have consistently demonstrated resilience and flexibility, responding to challenges in ways that drive meaningful impact for individuals and the wider community. Looking ahead, our financial projections for 2025/26 reflect a strong, adaptable, and progressive organisation, committed to empowering women, building resilience, and contributing to the local economy. By focusing on education, wellbeing, and financial independence, Blackburne House remains a pillar of support and transformation for women across Liverpool and beyond.

Remuneration of key management personnel

The trustees consider the Chief Executive and the Executive Leadership Team to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

It is the charity's policy to pay staff at rates reflecting the local market and in line with similar organisations.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2025

Reserves policy

The organisation's reserve policy has been reviewed in line with guidance from the Charity Commission. It is the policy of the organisation to maintain unrestricted funds, which are the free reserves of the organisation at a level that equates to three months liquidity requirements. The trustees have reviewed the value of reserves required and have set the desired value of the reserves at £160,000 to reflect current level of overheads. This provides sufficient funds to cover management, administration, and support costs for the development of our principal activities to enable us to provide a high-quality service to our stakeholders.

The trustees acknowledge that the level of unrestricted free reserves of £419,179 (2024 £313,892) have reached the desired level. The trustees continue to monitor the situation and have reviewed and agreed the strategy and priorities for the organisation as we move forward.

Risk policy

The trustees are responsible for overseeing the risks faced by the organisation. Detailed considerations of risk are delegated to the Executive Leadership Team. Risks are identified, assessed and controls established throughout the year. All significant activities undertaken are subject to a risk review and reviewed by the Finance, Audit & Risk Committee (FA&RC). Systems have been established to mitigate the risks and the Executive Leadership Team regularly reviews the risks and takes any action identified.

Investment powers and restrictions

Under the Memorandum and Articles of Association, the charity has the power, to invest or deposit funds in any manner only after obtaining advice from a financial expert and having regard to the suitability of investments and the need for diversification. The trustees, having regard to the liquidity requirements of operating the charity and to the reserves policy, do not consider it necessary to invest in a portfolio of investments, but instead have operated a policy of keeping available funds in an interest-bearing deposit account and seek to achieve a rate of deposit interest which matches or exceeds inflation as measured by the retail price index. Invested funds are held on deposit in a high interest savings account for use as and when necessary.

Environmental policy

The Board of Trustees and the Executive Leadership Team are fully committed to the principles of sustainable development and to achieving environmental best practices across all aspects of the organisation. We strive to integrate environmental management as a core business function, recognising the need for leadership and collective responsibility to ensure that our activities align with these principles.

As an organisation, we recognise the importance of a proactive approach to addressing environmental challenges. This includes efforts to prevent pollution, minimise waste, reduce carbon emissions, and achieve continual improvements in our environmental performance. Our commitment extends to educating and engaging staff, learners, and stakeholders in adopting sustainable practices and making informed decisions that contribute to environmental sustainability.

In line with this commitment, Blackburne House Education operates a structured approach to the management of our environmental impact, ensuring compliance with, or exceeding, all relevant legal and regulatory requirements. We also seek to align with recognised best practices that address environmental aspects related to our operations.

Decarbonisation Initiatives (2025/26)

A key component of our environmental policy is the decarbonisation of our Grade II-listed building, which will continue to be a major focus throughout 2025/26. As custodians of a historic building, we recognise the unique challenges and opportunities presented in ensuring its sustainability for future generations. The decarbonisation project will focus on:

- Conducting a comprehensive energy audit to identify key areas for improvement in energy efficiency.
- Implementing energy-efficient systems, including the potential installation of renewable energy sources, such as solar panels and heat pumps, where feasible.
- Upgrading insulation and reviewing heating, ventilation, and lighting systems to reduce energy consumption.
- Working with specialists to develop innovative, sustainable solutions that respect the historic integrity of the building while significantly reducing its carbon footprint.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2025

Decarbonisation Initiatives (2025/26) [Continued]

This decarbonisation effort aligns with both our organisational goals and wider local and national environmental targets, including the Liverpool City Region's ambition to achieve net-zero carbon emissions by 2040. By undertaking this project, we aim to set a benchmark for other organisations housed in historic or listed properties, showcasing that sustainable innovation and heritage preservation can coexist effectively.

Wider Environmental Commitments

Our environmental priorities are further embedded into our organisational operations and include:

- **Sustainable Procurement Practices:** Working with suppliers who share our commitment to sustainability and reducing the environmental impact of goods and services.
- **Waste Management:** Implementing robust recycling initiatives and aiming for zero waste to landfill where possible.
- **Education and Advocacy:** Incorporating sustainability education into our curriculum to equip learners with the knowledge and skills needed to address global environmental challenges.
- **Sustainable Transportation:** Promoting the use of public transportation, car-sharing, and cycling for staff, learners, and visitors.

By embedding environmental considerations into our operations, decision-making processes, and educational offerings, Blackburne House is committed to fostering a culture of sustainability. This approach reflects our dedication to improving the wellbeing of both our local community and the planet, ensuring that environmental best practices remain central to our mission.

Structure, governance and management.

Governing document

Women's Technology Training Limited is a charitable company limited by guarantee (No. 01712569), incorporated in England on 6 April 1983 and registered as a charity (No. 514972) on 3 April 1984. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association.

On the winding up of the company each member will contribute £1.

Organisation

The Board of Trustees is responsible for overseeing the governance and administration of the charity. The Board meets bi-monthly and is supported by sub-committees focused on Education & Nursery Quality and Finance, Audit & Risk. In addition, Task Force Committees are convened on a temporary basis to address specific organisational priorities. For example, the creation of the EDI Task Force (Equality, Diversity, and Inclusion) demonstrates our commitment to fostering an inclusive culture while providing appropriate governance oversight in this critical area.

The Chief Executive, appointed by the Board of Trustees, is responsible for managing the day-to-day operations of the charity. Operating within the terms of delegation approved by the trustees, the Chief Executive provides strategic direction for the organisation, ensuring that policies, systems, and services are aligned with its mission, vision, and values. Comprehensive business planning for all areas of service delivery ensures that operations are firmly rooted in the organisation's strategic intent.

We prioritise fostering a high-performance, high-empowerment culture that drives sustainable advantage for the organisation. This approach enables us to remain competitive in securing funding and sponsorship while retaining and expanding our market position. Maintaining a positive reputation within the community, education, and training sectors, as well as other markets where we operate, is a cornerstone of our strategic priorities.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report (Continued)
Year ended 31 July 2025

The Management Team

Day-to-day management of the charity is entrusted to a highly skilled Executive Leadership Team, which currently comprises:

- A Rushton – Chief Executive
- L Mairah – Director of Business Development & Communications

The Executive Leadership Team works collaboratively to ensure effective operations, compliance, and continuous improvement across all aspects of the organisation.

Trustee Appointment, Induction, and Training

The Board adopts a strategic approach to trustee recruitment to ensure a broad range of skills and perspectives that will enable the organisation to achieve its strategic goals. Trustee vacancies are advertised widely within the community, and all members are circulated with invitations to nominate trustees prior to the Annual General Meeting (AGM).

When considering the co-option of trustees, the Board assesses the specific skills, knowledge, and experience required to enhance the organisation's ability to deliver on its mission. Trustees come from diverse professional and personal backgrounds, adding significant value through their varied perspectives. Recognising the high expectations placed on the Board, we prioritise the training and development of all trustees to complement and expand their existing skills and expertise.

Induction and Development

New trustees participate in a comprehensive induction programme designed to provide a thorough understanding of Blackburne House Education's work and their role in supporting its success. The induction includes:

- A detailed briefing on their legal obligations under charity and company law.
- An overview of the Memorandum and Articles of Association, decision-making processes, and recent financial performance.
- Insights into the charity's operations, strategic priorities, and the specific impact of its programs.

Trustees are encouraged to attend both external training events and internal training sessions, ensuring they remain well-equipped to fulfil their responsibilities effectively. Regular briefings and development opportunities are provided to support trustees in their ongoing contribution to the organisation.

By providing this comprehensive induction and training framework, we enable trustees to play an active and meaningful role in shaping the future of Blackburne House Education, ensuring the charity continues to deliver its vision with impact and purpose.

Related Charities

Women's Technology Training Limited is related to Blackburne House by virtue of common directors, influence and shared resources.

Statement of trustees' responsibilities

The trustees (who are also directors of Women's Technology Training Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2025

Statement of trustees' responsibilities [Continued]

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to: -

- Select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP 2019 (FRS 102).
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Trustees' statement of disclosure of information to the auditors

In so far as the trustees are aware: -

- there is no relevant audit information of which the charitable company's auditor is 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

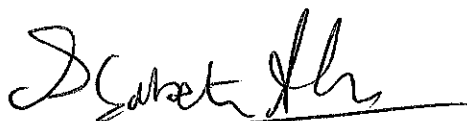
Auditors

A resolution for the re-appointment of Mitchell Charlesworth (Audit) Limited will be proposed at the forthcoming Annual General Meeting.

Approval

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein in our capacity as company directors.

SIGNED BY ORDER OF THE TRUSTEES



Elizabeth Cross
Trustee

Date: 24 April 2026

Mitchell Charlesworth (Audit) Limited

Accountants

Suites C,D,E,F, 14th Floor, The Plaza, Old Hall Street, Liverpool, Merseyside, L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2025

Opinion

We have audited the financial statements of Women's Technology Training Limited (the 'charitable company') for the year ended 31 July 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2025 and of its 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 Auditor's 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.

Mitchell Charlesworth (Audit) Limited

Accountants

Suites C,D,E,F, 14th Floor, The Plaza, Old Hall Street, Liverpool, Merseyside, L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2025 [Continued]

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

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 strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Mitchell Charlesworth (Audit) Limited

Accountants

Suites C,D,E,F, 14th Floor, The Plaza, Old Hall Street, Liverpool, Merseyside, L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2025 [Continued]

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on pages 14 and 15, 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.

Auditor's 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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and business performance;
- the charitable company's own assessment of the risks that irregularities may occur either as a result of fraud or error;
- the results of our enquiries of management and members of the Board of Trustees of their own identification of and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of policies and procedures;

Mitchell Charlesworth (Audit) Limited

Accountants

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2025 [Continued]

Identifying and assessing potential risks related to irregularities [Continued]

- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; and
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas:

(i) The presentation of the charity's Statement of Financial Activities, (ii) revenue recognition, and (iii) the overstatement of salary and other costs. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act and the Statement of Recommended Practice - 'Accounting and Reporting by Charities' issued by the joint SORP making body.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty. These included Safeguarding and Data Protection regulations.

Audit response to risks identified

As a result of performing the above, we identified the presentation of the charitable company's Statement of Financial Activities, revenue recognition and overstatement of wages and other costs as the key audit matters related to the potential risk of fraud. The key audit matters section of our report explains the matters in more detail and also describes the specific procedures we performed in response to those key audit matters.

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations described above as having a direct effect on the financial statements;
- enquiring of management and members of the Board of Trustees concerning actual and potential litigation and claims;

Mitchell Charlesworth (Audit) Limited

Accountants

Suites C,D,E,F, 14th Floor, The Plaza, Old Hall Street, Liverpool, Merseyside, L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2025 [Continued]

Audit response to risks identified [Continued]

- reading minutes of meetings of those charged with governance and reviewing correspondence with relevant authorities where matters identified were significant;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Mitchell Charlesworth (Audit) Limited.

Mr Philip Griffiths
Senior Statutory Auditor

27 April 2026

On behalf of Mitchell Charlesworth (Audit) Limited
Statutory Auditor

Suites C,D,E,F, 14th Floor
The Plaza
Old Hall Street
Liverpool
Merseyside, L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Income from:					
Donations and legacies	2	12,455	4,976	17,431	-
Charitable activities	3	1,036,938	303,115	1,340,053	1,281,179
Investments	4	154	-	154	-
Total income		1,049,547	308,091	1,357,638	1,281,179
Expenditure on:					
Charitable activities	5	969,164	316,011	1,285,175	1,230,807
Total expenditure		969,164	316,011	1,285,175	1,230,807
Net income/(expenditure) for the year	11	80,383	(7,920)	72,463	50,372
Total funds brought forward		459,154	7,920	467,074	416,702
Total funds carried forward		539,537	-	539,537	467,074

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 25 to 37 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Balance Sheet 31 July 2025

	Notes	£	2025 £	£	2024 £
Fixed assets					
Tangible assets	13		120,358		145,262
Current assets					
Debtors	14	833,875		594,744	
Cash at bank		<u>2,030</u>		<u>44</u>	
		835,905		594,788	
Creditors: Amounts falling due within one year	15	<u>(357,647)</u>		<u>(247,309)</u>	
Net current assets			<u>478,258</u>		<u>347,479</u>
Total assets less current liabilities			598,616		492,741
Creditors: Amounts falling due after more than one year	16		<u>(59,079)</u>		<u>(25,667)</u>
Net assets			<u>539,537</u>		<u>467,074</u>
The funds of the Charity					
Restricted	19		-		7,920
Unrestricted	18		<u>539,537</u>		<u>459,154</u>
Total funds	20		<u>539,537</u>		<u>467,074</u>

These financial statements were approved by the trustees and authorised for issue 24 April 2026 on their behalf by:



Sally Anne Watkiss

Company Registration Number: 01712569

The notes on pages 25 to 37 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2025

Comparative information for the year ended 31 July 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income from:					
Charitable activities	3	966,055	315,124	1,281,179	1,114,067
Total income		966,055	315,124	1,281,179	1,114,067
Expenditure on:					
Charitable activities	5	923,603	307,204	1,230,807	1,077,109
Total expenditure		923,603	307,204	1,230,807	1,077,109
Net income/(expenditure) for the year	11	42,452	7,920	50,372	36,958
Total funds brought forward		416,702	-	416,702	379,744
Total funds carried forward		459,154	7,920	467,074	416,702

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 25 to 37 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Cash Flows For the year ended 31 July 2025

	Note	2025		2024	
		£	£	£	£
Cash flow from operating activities	22		(68,674)		31,659
Cashflow from investing activities					
Interest received		154		-	
Net cash flow from investing activities			154		-
Cash flow from financing activities					
New borrowings		130,000		-	
Repayment of long term loans		(41,563)		(25,667)	
Interest paid		(13,222)		(5,004)	
Net cash flow from financing activities			75,215		(30,671)
Net (decrease)/increase in cash and cash equivalents			6,695		988
Cash and cash equivalents at 1 August 2024			(25,239)		(26,227)
Cash and cash equivalents at 31 July 2025			(18,544)		(25,239)
Cash and cash equivalents consists of:					
Cash at bank			2,030		44
Bank overdraft			(20,574)		(25,283)
			(18,544)		(25,239)

The notes on pages 25 to 37 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2025

1. Summary of accounting policies

(a) General information and basis of preparation

Women's Technology Training Limited is a company limited by guarantee and a registered charity incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 2 of these financial statements. The nature of the charity's operations and principal activities are set out in the Trustees' Report on page 3.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and 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 charity 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.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to special performance conditions and is recognised as earned as the related services are provided. Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainty of receipt and the amounts can be measured with sufficient reliability.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2025

1. Summary of accounting policies [Continued]

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities includes costs associated with the charity including support costs as appropriate.
- Other expenditure represents those items not falling into the category above.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at the charity's registered office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

The analysis of these costs is included in note 6.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Capital expenditure on equipment is written off in the period in which it is incurred if purchased from grant income. Individual assets are capitalised on the balance sheet where their cost exceeds £100.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computers	10 - 33% per annum
Fixtures & fittings	10 - 20% per annum
Equipment	20% per annum
Leasehold improvements	1 -10% per annum

(g) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2025

1. Summary of accounting policies [Continued]

(h) 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.

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 receipts 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.

(i) Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

(j) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2025

1. Summary of accounting policies [Continued]

(k) Operating leases

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

(l) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(m) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(n) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. Income from donations and legacies	Unrestricted	Restricted	2025	2024
	Funds	Funds		
	£	£	£	£
Donations	12,455	4,976	17,431	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2025

3. Income from charitable activities	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Income from education contracts				
Liverpool City Region Combined Authority	933,453	122,122	1,055,575	946,562
DfE/ESFA	75,898	-	75,898	84,370
Grants receivable				
Allen & Overy	-	8,333	8,333	12,500
Kindred UKSPF Funding	-	34,588	34,588	17,378
Power to Change	-	-	-	48,126
National Lottery Fund	-	36,617	36,617	66,883
Progress Partnership – Vola	-	37,607	37,607	-
John Moores Foundation	-	-	-	5,000
Smallwood Trust	24,179	-	24,179	29,329
Wellness Project Fund	-	-	-	27,370
Northern Impact Fund	-	-	-	18,041
Vola – Digital Connectivity	-	646	646	7,920
Women’s Enterprise Growth Programme	-	16,671	16,671	-
Innervision Black Business Support Programme	-	4,264	4,264	-
Liv Grant	-	13,244	13,244	-
Sport England	-	6,562	6,562	-
Steve Morgan Foundation	-	10,000	10,000	-
The Masons	-	6,412	6,412	-
Etio	-	6,049	6,049	-
Other income	3,408	-	3,408	17,700
	<u>1,036,938</u>	<u>303,115</u>	<u>1,340,053</u>	<u>1,281,179</u>

£315,124 of the above income in 2024 was attributable to restricted funds and £966,055 of the above income in 2024 was attributable to unrestricted funds.

4. Income from investments	Unrestricted Funds	
	2025 £	2024 £
Bank interest receivable	154	-
	<u>154</u>	<u>-</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2025

5. Analysis of expenditure on charitable activities	Activities undertaken directly £	Support costs £	Total 2025 £	Total 2024 £
College	732,356	552,819	1,285,175	1,230,807

£316,011 (2024 £307,204) of the above costs were attributable to restricted funds and £969,164 (2024 £923,603) of the above costs were attributable to unrestricted funds.

6. Allocation of support costs	2025 £	2024 £
Management salaries	211,063	223,457
Premises costs	170,688	241,444
Office costs	31,379	64,762
Depreciation and impairment	24,904	24,843
Professional	36,086	48,772
Other	66,699	22,021
Governance (see note 6)	12,000	11,220
	<u>552,819</u>	<u>636,519</u>

7. Governance costs	2025 £	2024 £
Audit and accountancy fees	12,000	11,220

8. Staff costs and numbers	2025 £	2024 £
The aggregate payroll costs were:		
Wages and salaries	711,882	631,720
Social security costs	67,526	43,049
Other pension costs	15,437	15,389
	<u>794,845</u>	<u>690,158</u>
Staff recharges	-	(9,579)
Subcontracted staff	21,057	6,002
	<u>815,902</u>	<u>686,581</u>
Total	815,902	686,581

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2025

8. Staff costs and numbers [Continued]	2025 No	2024 No
The average number of staff employed by the charity during the year amounted to:		
Administrative staff	13	14
Part-time tutors	11	15
Tutors	11	2
Management	1	1
	<u>36</u>	<u>32</u>

There were no employees included in the above whose emoluments, excluding pension contributions, exceeded £60,000 (2024 None).

9. Trustees' and key management personnel remuneration and expenses

No remuneration was paid to the trustees during the year for their services as trustees (2024 £Nil) nor were any expenses reimbursed (2024 £Nil).

The total amount of employee remuneration received by key management personnel is £55,169 (2024 £139,074).

The charity considers its key management personnel to comprise the Chief Executive, Head of Education and the Director of Business Development and Communications. In this previous year this also included the Head of Education and a shared cost of the Chief Executive with Blackburne House.

10. Interest payable	2025 £	2024 £
Loans and overdrafts	13,222	5,263
	<u>13,222</u>	<u>5,263</u>

11. Net income for the year	2025 £	2024 £
This is stated after charging:		
Staff pension contributions	15,437	15,389
Depreciation and impairment	24,904	24,843
Auditors' remuneration - as auditors	12,000	11,220
	<u>52,341</u>	<u>51,452</u>

12. Taxation

The company is exempt from corporation tax on its charitable activities.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2025

13. Tangible fixed assets	Equipment £	Computer Equipment £	Fixtures & Fittings £	Total £
Cost				
At 1 August 2024 and at 31 July 2025	5,740	142,676	129,022	277,438
Depreciation and impairment				
At 1 August 2024	5,740	68,229	58,207	132,176
Charge for the year	-	14,501	10,403	24,904
At 31 July 2025	5,740	82,730	68,610	157,080
Net book value				
At 31 July 2025	-	59,946	60,412	120,358
At 31 July 2024	-	74,447	70,815	145,262

14. Debtors	2025 £	2024 £
Grants receivable	102,210	121,453
Trade debtors	2,328	6,209
Other debtors	710,630	437,094
Prepayments	18,707	29,988
	833,875	594,744

Other debtors includes a loan to Blackburne House of £710,130 (2024 £437,094) of which £394,286 (2024: £394,286) is to be repaid after more than one year.

15. Creditors: Amounts falling due within one year	2025 £	2024 £
Bank overdraft	20,574	25,283
Northern Impact Fund 2 loan	29,945	25,666
Livv Housing Group loan	50,746	-
Trade creditors	31,213	54,537
Other creditors	3,407	4,110
Social security and other taxes	137,284	68,420
Deferred income	62,878	48,593
Accruals	21,600	20,700
	357,647	247,309

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2025

16. Creditors: Amounts falling due more than one year	2025 £	2024 £
Northern Impact Fund 2 loan	-	25,667
Livv Housing Group loan	59,079	-
	<u>59,079</u>	<u>25,667</u>

On the 31 July 2024 a Northern Impact Fund 2 loan of £77,000 was received which is repayable in monthly instalments over 3 years at a rate of interest of 12.54%. In tandem with the loan, a Northern Impact Fund 2 grant of £23,000 was received.

On 8 August 2024 a Livv Housing Group loan of £130,000 was received which is repayable in monthly instalments over 3 years at a rate of interest of 7%. In tandem with the loan, a grant of £20,000 was awarded to fund growth initiatives.

Loans and overdrafts

Creditors include loans which are due to be repaid as follows:

	2025 £	2024 £
Amounts payable:		
In one year or less or on demand	101,265	50,949
In more than one year but no more than two years	54,414	25,667
In more than two years but no more than five years	4,665	-
	<u>160,344</u>	<u>76,616</u>

17. Commitments under operating leases	Assets other than land and buildings	
	2025 £	2024 £
At 31 July 2025 the charity had future total commitments under non-cancellable operating leases as follows:		
Within one year	1,176	14,117
Between two and five years	-	1,176
	<u>1,176</u>	<u>15,293</u>

18. Unrestricted funds	As at 1 August 2024 £	Income £	Expenditure £	As at 31 July 2025 £
General fund	459,154	1,049,547	(969,164)	539,537
	<u>459,154</u>	<u>1,049,547</u>	<u>(969,164)</u>	<u>539,537</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2025

18. Unrestricted funds (Continued)

Comparative information in respect of the preceding period is as follows:

	As at 1 August 2023 £	Income £	Expenditure £	As at 31 July 2024 £
General fund	416,702	966,055	(923,603)	459,154
<hr/>				
	As At 1 August 2024 £	Income £	Expenditure £	As at 31 July 2025 £
Vola – Digital Connectivity Grant	7,920	646	(8,566)	-
SSE North West UKSPF - Kindred	-	34,588	(34,588)	-
Liverpool City Region Combined Authority	-	122,122	(122,122)	-
Women's Enterprise Growth Programme	-	16,671	(16,671)	-
Innervision Black Business Supplies Programme	-	4,264	(4,264)	-
Sport England	-	6,562	(6,562)	-
National Lottery Community Fund	-	36,617	(36,617)	-
Livv Housing Goup	-	13,244	(13,344)	-
Allen & Overy Foundation	-	8,333	(8,333)	-
Progress Partnership	-	37,607	(37,607)	-
Steve Morgan Foundation	-	10,000	(10,000)	-
The Masons	-	6,412	(6,412)	-
Etio	-	6,049	(6,049)	-
Wellness Project Funding	-	4,976	(4,976)	-
	7,920	308,091	(316,011)	-

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2025

19. Restricted funds (Continued)

Comparative information in respect of the preceding period is as follows:

	As At 1 August 2023 £	Income £	Expenditure £	As at 31 July 2024 £
Vola – Digital Connectivity Grant	-	7,920	-	7,920
SSE North West Sub Grant - year 10	-	4,977	(4,977)	-
SSE North West Sub Grant Power to Change	-	43,149	(43,149)	-
SSE North West UKSPF	-	17,378	(17,378)	-
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	51,746	(51,746)	-
LCRCA Lifetime Skills	-	57,210	(57,210)	-
ESFA 16-19 Bursary	-	2,950	(2,950)	-
John Moores Foundation	-	5,000	(5,000)	-
National Lottery Community Fund	-	66,883	(66,883)	-
Northern Impact	-	18,041	(18,041)	-
Allen & Overy	-	12,500	(12,500)	-
Wellness Project funding	-	27,370	(27,370)	-
	-	315,124	(307,204)	7,920

20. Analysis of net assets between funds

	Tangible Fixed Assets £	Net Current Assets £	Creditors due after one year £	Total £
Unrestricted funds	120,358	478,258	(59,079)	539,537
Restricted funds	-	-	-	-
	120,358	478,258	(59,079)	539,537

Comparative information in respect of the preceding period is as follows:

	Tangible Fixed Assets £	Net Current Assets £	Creditors due after one year £	Total £
Unrestricted funds	145,262	339,559	(25,667)	459,154
Restricted funds	-	7,920	-	7,920
	145,262	347,479	(25,667)	467,074

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2025

21. Analysis of changes in net debt	31 July 2024 £	Cashflows £	Non cash changes £	31 July 2025 £
Cash at bank and in hand	44	1,986	-	2,030
Bank overdraft	(25,283)	4,709	-	(20,574)
Total liabilities	(25,239)	6,695	-	(18,544)
Debt due within one year	(25,666)	(88,437)	33,412	(80,691)
Debt due after more than one year	(25,667)	-	(33,412)	(59,079)
Total net debt	(76,572)	(81,742)	-	(158,314)

22. Reconciliation of net income/(expenditure) to net cash flow from operating activities	2025 £	2024 £
Net income for the year/(expenditure)	72,463	50,372
Depreciation and impairment of tangible fixed assets	24,904	24,843
Interest payable	13,222	5,263
Interest receivable	(154)	-
(Increase) in debtors	(239,131)	(71,023)
Increase / (decrease) in creditors	60,022	22,204
Net cash flow from operating activities	(68,674)	31,659

23. Related party transactions

Women's Technology Training Limited is related to Blackburne House by virtue of common directors and influence. Both these charities operate from the same Registered Office. During the year Blackburne House charged Women's Technology Training Limited rent and services of £233,672 (2024 £312,720), and other administration, project and secondment costs totalling £1,962 (2024 £53,106). During the year Women's Technology Training charged Blackburne House £Nil (2024 £49,938) for administration costs and were refunded £Nil (2024 £16,912) in relation to overstated childcare costs.

The above exclude VAT on vatiable items.

At the year-end Women's Technology Training was owed £710,130 by Blackburne House (2024 £437,094).

24. Pension scheme contributions

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions paid by the charity to the defined contribution scheme which amounted to £15,437 (2024 £15,389).

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2025

25. Deferred income	Under 1 year £	2025 £	2024 £
At 1 August 2024	48,593	48,593	96,951
Additions	62,878	62,878	48,593
Amounts released to income	<u>(48,593)</u>	<u>(48,593)</u>	<u>(96,951)</u>
At 31 July 2025	<u>62,878</u>	<u>62,878</u>	<u>48,593</u>

Income has been deferred where it is received in advance of the period to which it relates or where performance of the activities to which it relates has not yet been undertaken.

26. Accrued funding commitments	Under 1 year £	2025 £	2024 £
At 1 August 2024	121,453	121,453	94,810
Additions	102,210	102,210	121,453
Amounts paid during the year	<u>(121,453)</u>	<u>(121,453)</u>	<u>(94,810)</u>
At 31 July 2025	<u>102,210</u>	<u>102,210</u>	<u>121,453</u>

Accrued funding commitments attributed to restricted funds is £2,231 (2024 £4,167) and £99,979 (2024 £117,286) was attributed to unrestricted funds.

27. Company limited by guarantee

The company is limited by guarantee and has no share capital.

On the winding up of the company each member will contribute £1.

28. Capital commitments

There were no capital commitments as at 31 July 2025 (2024 £Nil).

WOMEN'S TECHNOLOGY TRAINING LIMITED

England & Wales - Charity number 514972

Accounts

WOMEN'S TECHNOLOGY TRAINING LIMITED
(Company Limited by Guarantee)

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended
31 July 2024

Company Registration Number 01712569
Charity Number 514972

WOMEN'S TECHNOLOGY TRAINING LIMITED

Financial Statements Year ended 31 July 2024

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Members of the Board and Professional Advisors

Year ended 31 July 2024

Registered Charity name	Women's Technology Training Limited
Company number	01712569
Charity number	514972
The Board of Trustees	Liz Cross (Chair) Sally-Anne Watkiss Annette Hennessy Claire Dixon (Resigned 25/03/24) Laura Curran (Appointed 01/10/23; Resigned 01/10/23) Jill McCormack (Appointed 01/10/23; Resigned 01/10/23) Nina Roberts Jayne Worthington Humaira Khan Ngunan Adamu Lynda Brady
Company secretary	Jennifer Lawson
Chief executive	Andrea Rushton
Registered office	Blackburne House Blackburne Place Off Hope Street Liverpool L8 7PE
Statutory Auditor	Mitchell Charlesworth (Audit) Limited Accountants Registered Auditor Suites C,D,E,F, 14th Floor The Plaza 100 Old Hall Street Liverpool L3 9QJ
Bankers	National Westminster Bank Plc 5 Oxford Street Liverpool L7 7HL
Solicitors	MSB Solicitors Ltd Silkhouse Court Tithebarn Street Liverpool L2 2LZ

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report Year ended 31 July 2024

The trustees, who are also directors for the purposes of the Companies Act, present their annual report and the audited accounts of the charity for the year ended 31 July 2024. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) in preparing the annual report and accounts of the charity.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, the Charities Act 2011 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 United Kingdom and Republic of Ireland published in October 2019.

Trustees

The trustees who served the charity during the year were as follows:

Liz Cross (Chair)	Ngunan Adamu (resigned 20/12/2024)
Humaira Khan	Claire Dixon (resigned 25/03/24)
Sally-Anne Watkiss	Jayne Worthington
Lynda Brady	Nina Roberts
Annette Hennessy	

Trustees are appointed in accordance with the Memorandum and Articles of Association.

None of the trustees receive remuneration or other benefits for their work as trustees of the charity. Any connection between a trustee or senior manager of the charity with a company must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party.

Objectives of the Charity

The charity's objects and its principal activity continue to be that of providing training for women in areas where they are traditionally under-represented. It seeks to transform women's lives and encourage their independence through the provision of education, training, and opportunities of every kind in an environment of equality and inspiration.

Public Benefit

When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit, and particularly the specific guidance on charities for the advancement of education.

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of race, ethnicity, sexual orientation, or disability.

It is a priority of the organisation that access to our services is not restricted and based on eligibility guidelines from our devolved Adult Education Budget allows learners that access. Additionally, the Discretionary Learner Support Fund provided by The Liverpool City Region Combined Authority for learners enables us to assist those to meet the costs of childcare, travel, learner and learning support. All our charitable activities focus on education and learning for women and are undertaken to further our charitable purpose for the public benefit.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2024

Strategic Report

About Women's Technology Training Limited (Blackburne House Education)

Women's Technology Training Limited, more latterly known as Blackburne House Education (BHE) was established in 1983 with the aim of progressing women from disadvantaged backgrounds into employment within technical professions – an area in which, at the time, women were significantly under-represented.

The organisation grew quickly and considerably and, in 1991 we moved into new premises in Liverpool's famous Georgian Quarter. More than £4m was raised to breathe new life back into Blackburne House and the beautiful, Grade II-listed building then became our new home.

Today, Blackburne House Education and our School for Social Entrepreneurs is a vibrant and thriving organisation and one of the country's leading education centres. Over the years, through our sister organisation Blackburne House, we have established several successful social enterprises that support our educational aims and provide tangible examples of how new markets can be used to serve local communities.

Attracting thousands of visitors each year, our facilities now include a thriving bistro and cafe, wellness and counselling centre, conference and events facilities and a 36-place nursery. Blackburne House has received local, national, and international recognition for the work that we do in education and in June 2015 we were granted Freedom of the City in recognition for our services in Education for Women across Liverpool and the wider Merseyside area.

Our History and Achievements

Women's Technology Training Limited, now widely known as Blackburne House Education (BHE), was established in 1983 with a clear mission: to support women from disadvantaged backgrounds into employment within technical professions—sectors where women were significantly under-represented at the time.

As demand for our services grew, so did the organisation. In 1991, Blackburne House relocated to a beautifully restored Grade II-listed building in Liverpool's iconic Georgian Quarter. With over £4 million raised to rejuvenate the site, this historic space became a vibrant hub for education and innovation.

Today, Blackburne House Education, along with our renowned School for Social Entrepreneurs, is a thriving organisation and one of the UK's leading education centres. Through our sister organisation, Blackburne House, we have created a series of successful social enterprises, each aligned with our educational mission and offering real-world examples of how new markets can address local community needs.

Attracting thousands of visitors each year, our facilities have grown to include a bustling bistro and Café, a wellness and counselling centre, state-of-the-art conference and events spaces, and a 36-place nursery. These social enterprises not only support our educational objectives but also provide hands-on learning opportunities and sustainable revenue streams.

Blackburne House's work has been recognised locally, nationally, and internationally. Our commitment to empowering women through education earned us the prestigious Freedom of the City award in June 2015—a testament to our transformative impact on education for women in Liverpool and across the wider Merseyside region.

Our Vision and Values

Our vision is to educate and up skill women so that they can pursue professions in every sector and at every level, where women are still typically under-represented. We aspire to give confidence to the women we work with, so that they can go on to live independent lives, believe in their dreams and achieve their ambitions. We want to inspire our women to believe that anything is possible. We want to instil a culture of empathy and understanding, of inclusion and acceptance. We want to overcome prejudice, discrimination and adversity and create a positive and holistic environment where women can share, learn, and grow.

We have a core set of values that is ingrained into everything that we do. Those values are integral to our organisation, helping to define our long-term aims and objectives and influence the way we work.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2024

Strategic Report [Continued]

Inspiration

We provide the highest possible quality of inspirational education and development - and our teaching and working methods and our services and environment reflect this relentless commitment.

Transformation

We believe in using creative working methods to develop new and innovative ways of fulfilling and exceeding our financial, social, and environmental aims -renewing and transforming our business and helping us to touch and transform the lives of everyone who works with Blackburne House.

Equality

Blackburne House is and has always been about holistic approaches to improving the lives of women - all women. We constantly build on the diversity and range of our services including support and education services for children and men, where these will contribute to improving the lives of women.

Independence

As well as helping our students and service users to develop their own independence, our charitable and commercial activities all operate to continuously improving business standards - to deliver the independence of Blackburne House.

Activities, achievements, and performance

From 2019/20 academic year the Government devolved the Adult Education Budget (AEB) in Liverpool City Region to the Combined Authority (LCRCA). We successfully tendered for the second term and gained a further five-year education contract via LCRCA in 2021 with commencement in 2022, with the potential value of £3.8m over the five years. We continue to develop and expand curriculum, training methods and our project portfolio in line with the needs of students, employers, government initiatives and local Industry growth agendas.

Our School for Social Entrepreneurs continues to be highly successful in delivering programs that attract and develop learners who want to pursue self-employment with a social impact. We invest in individuals from all backgrounds who have practical ideas for change. Our vision is of a fair and equal society where the potential of all people is fully realised.

Education

For over 40 years, Blackburne House has proudly served as a Voluntary and Community Independent Provider, supporting the learning aspirations of Liverpool City Region residents. We are distinguished as an inclusive educational institution that welcomes individuals from all backgrounds, empowering them to improve their lives and those of their families through education and skills development.

During the **2023/24 academic year**, Blackburne House Education supported **522 learners** across **1,804course enrolments**. Of these, **503 were adult learners**, accounting for **1,692 enrolments**, reflecting our ongoing commitment to lifelong learning and skills development.

Key Learner Demographics:

- **Deprivation Levels:**
 - **82.9% (82.9 learners)** resided in areas ranked among the **30% most deprived nationally**, a slight decrease from the previous year (**2023 – 81.9%**).
- Of these, **63.2% (318 learners)** lived in **IMD 1 postcodes**, placing them within the **top 10% most deprived areas in England (2023 – 66.6%)**.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2024

Education [Continued]

- **Diversity and Inclusion:**
 - **100% (503 learners)** were women, with 73.2% (**368 women**) identifying as from **Black, Asian, Mixed, or Other ethnic groups**, reflecting a growing diversity in our learning community (**2022 – 52.6%**).
- **Support for Learners with Additional Needs:**
 - **29.4% (148 learners)** declared a **learning difficulty or disability**, highlighting our commitment to providing inclusive learning opportunities (**2023 – 26.3%**).

At the core of Blackburne House Education are our values of Independence, Transformation, Inspiration, and Equality. These values are the driving force behind our work and are embedded across all aspects of our organisation. Our vision is clear:

"To provide education for women facing disadvantage, enabling them to unlock their full potential through high-quality learning provision and support."

Expanding Our Reach and Impact

Situated in Toxteth, one of Liverpool's most deprived areas, Blackburne House extends its educational provision across the wider Liverpool City Region. Our focus remains on effectively engaging underrepresented and marginalised communities, particularly Black, Asian, and Minority Ethnic (BAME) groups, refugees, asylum seekers, lone parents, long-term unemployed individuals, and caregivers.

We offer a wide-ranging curriculum designed to align with regional priorities and meet the needs of both local individuals and businesses. Our courses cater primarily to adult women but also include a growing number of 16 to 18-year-old learners who require a nurturing, supportive environment in which to thrive.

Curriculum Offer:

Learners can choose from a diverse portfolio of programmes, including:

- Vocational Courses: Health and Social Care, Teacher Training, Complementary Therapies, and Business Studies.
- Academic Qualifications: Access to Higher Education, GCSEs, and Functional Skills.
- Creative and Practical Programmes: Interior Design and Holistic Therapies.
- ESOL (English for Speakers of Other Languages): Supporting a diverse range of learners with language development needs.

Our curriculum is dynamic and responsive, shaped to meet the evolving needs of learners and employers, ensuring our graduates are equipped with the skills and confidence to access meaningful employment or progress into further education and training.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2024

Fostering Personal Growth and Wellbeing

Recognising the critical role of mental health and resilience in learner success, we have expanded our curriculum to include comprehensive health and wellbeing programmes. These initiatives are designed to empower learners, build confidence, and promote emotional well-being alongside academic achievement.

Throughout the 2023/24 academic year, we collaborated with funders to enhance mental health support services, with a particular focus on supporting women from BAME communities, who often face additional cultural and societal challenges. Initiatives included:

- Counselling and emotional support services tailored to individual needs.
- Workshops and short courses focused on stress management, self-care, and healthy living.
- Bursaries and grants to alleviate financial pressures and support participation.

By integrating well-being into our educational approach, we ensure learners are fully supported to engage with their studies and progress confidently toward their goals.

Strategic Growth and Future Plans

In response to increasing demand and the evolving needs of our community, we have committed to the ongoing expansion of our educational provision. Our full-time delivery programme continues to be mapped against local and regional labour market priorities, ensuring we address critical skills gaps and provide relevant pathways into employment and further study.

This strategic approach ensures that our learners benefit from holistic, employment-focused pathways, equipping them with the skills, experience, and confidence required to thrive in today's workforce.

Blackburne House Education remains committed to empowering women, driving social mobility, and supporting community development across Liverpool City Region. By maintaining a focus on learner success, wellbeing, and employability, we continue to be a beacon of hope and opportunity for those who need it most.

Quality and performance

The Board of Trustees and Senior Management Team embody the core values of Blackburne House Education, ensuring the organisation's mission and vision remain clear, consistent, and inspirational. The Education & Quality Committee plays a pivotal role by setting and agreeing on key quality and performance targets annually for the academic year. These targets are rigorously monitored and scrutinised through committee meetings and Senior Management Team reviews.

Learner feedback is a vital component of our quality assurance framework. We actively use their insights to identify areas for improvement, celebrate best practices, and enhance teaching, learning, assessment, and the overall environment. Learners consistently commend Blackburne House Education as a safe, welcoming, and inspirational niche-learning environment where they feel valued and supported.

Our leaders and managers work collaboratively with Liverpool City Region Combined Authority (LCRCA) colleagues to align our curriculum with regional skills priorities. Our programs are designed to meet the needs of local communities and address employer demands. With clear progression routes in place, learners can progress seamlessly from pre-entry levels through to higher-level qualifications, supporting long-term employability and skills development.

We are steadfast in our commitment to safeguarding and promoting the welfare of all our learners. This commitment is shared across staff, trustees, and volunteers. Safeguarding children, young people, and vulnerable adults remains a cornerstone of our organisational ethos. We diligently comply with the Safeguarding Vulnerable Groups Act 2006, the Education Act 2002, and the Counterterrorism and Security Act 2015. To this end, safeguarding is embedded throughout our operations, supported by regular training for trustees, staff, and volunteers. Safeguarding performance and responsibilities are reviewed regularly to ensure we maintain the highest standards of care and protection.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2024

Quality and performance [Continued]

Our organisation benefits from a robust safeguarding structure. This includes a dedicated Designated Safeguarding Officer, supported by an experienced safeguarding team, and a designated Board Safeguarding Lead who ensures accountability at the highest level. Policies and procedures are reviewed routinely by the Board and the Education & Quality Committee to ensure our safeguarding practices remain rigorous and effective.

The quality of education at Blackburne House has continued to improve in 2023/2024, with notable increases in learner achievement rates, demonstrating the positive impact of the strategies implemented to enhance the learner experience. This progress has led to an overall achievement rate of 81.7%, a 5.5% increase from the previous year's rate of 76.2%. While this remains slightly below the national benchmark of 86%, it reflects significant improvements despite the persistent barriers many women face in accessing and completing their education.

Increasingly, learners are successfully completing their qualifications, showcasing resilience and determination in the face of challenges. However, the rising cost of living has placed additional pressures on learners, many of whom struggle with childcare and travel expenses or the need to balance studies with work commitments. Despite these obstacles, several subject areas have demonstrated considerable progress, particularly in Health and Social Care, Preparation for Work, Language and Literature, as well as Complementary Therapy and Counselling. These achievements have enabled the college to expand its curriculum, now offering two Level 3 Counselling groups and a Level 3 course in Complementary Therapy.

To build on this momentum, the recent appointment of new Leadership in Education has brought a renewed focus on learner progress. Steps are being taken to strengthen early intervention measures and provide tailored, individualised support to learners. These actions aim to further improve retention and achievement rates, ensuring continued year-on-year progress and a high-quality learning experience for all.

Education through enterprise

Blackburne House Education takes an enterprising approach to teaching and learning. Enterprise encourages people to learn and develop in a way that meets their needs and develops skills for learning, skills for life and skills for work. The world is changing rapidly, and people need to be prepared. They need to have the skills and attitudes to cope with an unpredictable future, to be able to deal with setbacks and disappointments in a positive way and to continue to learn for the rest of their lives. Whenever possible, we utilise the resources across Blackburne House to provide our learners with real life opportunities to enhance their development and support them to become more influential in their own lives and the lives of others.

Careers & Employability

At Blackburne House Education, employability is a core component of all our programs, ensuring learners are equipped with the skills and knowledge needed to succeed in their chosen careers. Our tailored sessions include CV writing, applying for work, Ask the Professional events, communication for career progression, interview skills, and confidence building, alongside opportunities for work experience that enhance real-world preparedness.

To further strengthen this support, we are proud to collaborate with VOLA and several other local organisations on a project aimed at supporting women who are classed as economically inactive. Funded by the UK Shared Prosperity Fund until March 2025, this initiative provides vital, additional support to women at both the beginning and end of their educational journey with us, enabling them to transition into meaningful employment or further education.

In addition to career-focused support, our Health and Wellbeing services play a key role in building confidence and resilience. These services equip learners with essential life skills that empower them to adapt, thrive, and manage life's challenges effectively, ensuring they are not only prepared for their careers but also for personal growth and success.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2024

School of Social Entrepreneurs Northwest (SSE NW)

Blackburne House Education continues to work in partnership with The School for Social Entrepreneurs (SSE) to deliver capacity building programs for socially trading organisations from across the Northwest.

We support the development and growth of social enterprises as a means by which to address some of society's most pressing issues. We empower people from all backgrounds to create positive social change. Our programs help individuals start, sustain, and scale social enterprises, charities, and community projects. We help individuals build confidence, leadership, and business skills.

This year we continue to embed the SSE 'Igniting the Social Economy 2022 to 2025' strategy. As a partner, we are working to fulfil this strategy which aims to:

- Ignite entrepreneurship communities.
- Accelerate social innovation.
- Harness networks and insights.

Programs and Partnerships

Over the past 12 months SSE have been able to explore partnership opportunities to attract programme funding. As a result, SSE in the Northwest have been successful in developing new partnerships which have resulted in the launch of new opportunities:

A&O Sherman

SSE were chosen as the charity of choice by A&O Sherman with a view to tackle school exclusions in Liverpool and London. This support has enabled SSE and SSE in the Northwest to embed the new strategy, developing placed based programs across new themes. This partnership has seen increased levels of support for social entrepreneurs, primarily, although not exclusively, that are based in the Liverpool City Region.

Socially Trading Organisations (STO) Maturing Markets Trade Up Programme

This programme supports Socially Trading Organisations from across the Liverpool City Region to develop the skills, strengths and networks required to grow their income and social impact. 25 organisations will benefit from a fully funded 6-month learning programme consisting of 8 days of focused study, 4 action learning sessions, Bespoke 1:1 business development support, opportunities to build supportive peer networks and the chance to pitch for social investment.

The STO Maturing Markets Trade Up Programme is run by the SSE as part of the wider STO Maturing Markets Programme in partnership with Kindred LCR and Capacity. This project is funded by the UK Government through the UK Shared Prosperity Fund with the Liverpool City Region Combined Authority as the lead authority.

Women's Enterprise Growth Programme

This is a 3-year new programme to support women aged 18-35 living or working in London and Liverpool to develop the skills, strengths and networks required to grow purpose-led enterprises and in turn create new jobs for underserved communities.

The programme is run by SSE with support from Youth Business International (YBI) and funded by Standard Chartered Foundation as part of Futuremakers by Standard Chartered.

10 Liverpool based and 10 Participants will get a free 8-day learning programme, bespoke 1:1 business development and modelling support, a supportive peer network and the chance to pitch for one of four Match Trading grants of up to £7,000.

Black Business Support

SSE in the Northwest have been commissioned by Innervision to be an Account Manager providing a business coaching service to 6 Liverpool based entrepreneurs.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2024

Power to Change Community Business Trade Up Programme

The Power to Change Community Business Trade Up Programme supports Community Business Leaders to develop the skills and confidence needed to increase their organisation's social impact and traded income. The program came to an end this year and SSE in the Northwest are extremely proud to have been part of the initial pilot which launched and tested Match Trading Grants and then to have supported Community Business Leaders on programs for a further 7 years.

We continue to build collaborative opportunities across the social enterprise sector to cement our position as a market leader. Examples include hosting entrepreneur meet ups with the University of Liverpool, SSE program graduations, strategic aways and launch events.

The Year Ahead

Blackburne House will seek to strengthen the partnership with SSE and will support SSE Northwest to cultivate local partnerships with a view to delivering programs that ignite entrepreneurship in communities. We will also welcome a number of business leaders into the SSE Fellowship which is a community of people who have all graduated from SSE programs. The Fellowship offers funding, events, and support to help SSE Fellows to continue to grow the impact of their organizations as well as connect with others in the community. This is made possible by Social Partners, a community of people with extensive business experience who donate both time and money to support SSE Fellows

Financial review

The trustees carry key financial responsibilities, including ensuring the solvency of the organisation, safeguarding its assets, and approving the annual budget. In approving the budget, trustees establish clear financial objectives with quantifiable targets, enabling the organisation to measure progress and achievement effectively. To support these objectives, monthly management accounts are produced and reviewed at Executive Leadership meetings. A formal reporting cycle has been established, incorporating a structured schedule of meetings with the Finance Audit & Risk Committee (FARC) and the Board of Trustees.

FARC, under powers delegated by the trustees, regulates and controls the organisation's finances. The committee continually reviews and refines its reporting mechanisms to ensure financial planning remains forward-thinking and aligned with organisational goals. This approach ensures that Blackburne House Education is well-positioned to capitalise on opportunities for growth and sustainability.

In addition to delivering our core Adult Education contracts, Blackburne House Education was uniquely selected by the Department of Education to participate in the Multiply Research Trial. This initiative focuses on embedding maths into Health & Social Care, improving attainment in GCSE Maths and Functional Skills qualifications. By utilising dedicated resources and staff CPD, the trial seeks to develop innovative approaches to increase pass rates. Blackburne House Education is proud to be the only provider in the Liverpool City Region Combined Authority (LCRCA) invited to participate in this trial, reflecting the organisation's reputation for excellence and innovation in education.

Throughout the year, we also delivered on our 16-19 provision, achieving growth in both Adult and Young Persons contracts. This growth will positively impact contract allocations for the 2024/25 academic year, supporting both our financial stability and our ability to further expand our educational offerings.

Alongside our educational achievements, Blackburne House continues to deliver Mindfulness and Counselling sessions to both learners and women in the community. These interventions address the ongoing and widespread decline in mental health and wellbeing experienced by women. Evidence from our programs highlights the persistent need for mental health support, prompting us to secure additional funding to continue these vital services. This funding ensures the ongoing delivery of counselling and wellness interventions, enabling Blackburne House to provide life-changing support to women during challenging times.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2024

Our plans for the future

Our future plans are centred on strengthening our core Education offer, enabling us to continue delivering on the vision of Blackburne House. By focusing on high-quality, impactful education, we remain committed to empowering women through knowledge, skills, and opportunity. Alongside this, we will continue to provide the vital community and learner services that build resilience and independence for women, ensuring our work positively impacts individuals, the local community, and the wider economy.

As we conclude the fifth year of devolution, our education contract has once again achieved Adult Education Budget (AEB) in-year growth, driven by increased enrolments and improved achievement rates. Moving forward, we will continue to work closely with the Liverpool City Region Combined Authority (LCRCA) to align our curriculum with local priority areas. By regularly assessing delivery and adapting plans in response to the evolving external environment, we aim to achieve sustained growth while responding flexibly to the needs of women and the communities we serve.

Our curriculum is carefully designed to integrate wraparound skills, including employability, wellbeing, personal development, and progression, supported by robust services. We continue to embed Equality & Diversity, Safeguarding, and Prevent training across all programs, ensuring that our learners develop the skills and awareness needed to thrive professionally and personally.

To address and remove barriers to education, we have significantly enhanced our Wellness and Counselling services and will actively pursue additional funding to sustain these vital offerings into 2024/25. The positive impact of these services is clear, with learners benefiting from:

- Reduced waiting times for counselling services.
- Decreased isolation alongside increased confidence and a greater sense of connection.
- Development of long-term coping and recovery strategies.
- Improved wellbeing and a renewed sense of hope for the future.
- Higher progression into our education programs, resulting in enhanced life chances and financial independence.

In addition to Wellness and Counselling, we are proud to continue our grant-giving initiatives in partnership with the Smallwood Trust and Bishop David Sheppard Trust. These grants provide critical financial support to individual women, enabling them to overcome personal and financial barriers. The measurable impact of these grants has been significant, creating life-changing opportunities for women and their families.

We have consistently demonstrated resilience and flexibility, responding to challenges in ways that drive meaningful impact for individuals and the wider community. Looking ahead, our financial projections for 2024/25 reflect a strong, adaptable, and progressive organisation, committed to empowering women, building resilience, and contributing to the local economy. By focusing on education, wellbeing, and financial independence, Blackburne House remains a pillar of support and transformation for women across Liverpool and beyond.

Remuneration of key management personnel

The trustees consider the Chief Executive and the Senior Management Team to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

It is the charity's policy to pay staff at rates reflecting the local market and in line with similar organisations.

Reserves policy

The organisation's reserve policy has been reviewed in line with guidance from the Charity Commission. It is the policy of the organisation to maintain unrestricted funds, which are the free reserves of the organisation at a level that equates to three months liquidity requirements. The trustees have reviewed the value of reserves required and have set the desired value of the reserves at £160,000 to reflect current level of overheads. This provides sufficient funds to cover management, administration, and support costs for the development of our principal activities to enable us to provide a high-quality service to our stakeholders.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2024

Reserves policy [Continued]

The trustees acknowledge that the level of unrestricted free reserves of £313,892 (2023 £246,597) have reached the desired level. The trustees continue to monitor the situation and have reviewed and agreed the strategy and priorities for the organisation as we move forward.

Risk policy

The trustees are responsible for overseeing the risks faced by the organisation. Detailed considerations of risk are delegated to the Executive Leadership Team. Risks are identified, assessed and controls established throughout the year. All significant activities undertaken are subject to a risk review and reviewed by the Finance & Resources Committee. Systems have been established to mitigate the risks and the Executive Leadership Team regularly reviews the risks and takes any action identified.

Investment powers and restrictions

Under the Memorandum and Articles of Association, the charity has the power, to invest or deposit funds in any manner only after obtaining advice from a financial expert and having regard to the suitability of investments and the need for diversification. The trustees, having regard to the liquidity requirements of operating the charity and to the reserves policy, do not consider it necessary to invest in a portfolio of investments, but instead have operated a policy of keeping available funds in an interest-bearing deposit account and seek to achieve a rate of deposit interest which matches or exceeds inflation as measured by the retail price index. Invested funds are held on deposit in a high interest savings account for use as and when necessary.

Environmental policy

The Board of Trustees and the Executive Leadership Team are fully committed to the principles of sustainable development and to achieving environmental best practices across all aspects of the organisation. We strive to integrate environmental management as a core business function, recognising the need for leadership and collective responsibility to ensure that our activities align with these principles.

As an organisation, we recognise the importance of a proactive approach to addressing environmental challenges. This includes efforts to prevent pollution, minimise waste, reduce carbon emissions, and achieve continual improvements in our environmental performance. Our commitment extends to educating and engaging staff, learners, and stakeholders in adopting sustainable practices and making informed decisions that contribute to environmental sustainability.

In line with this commitment, Blackburne House Education operates a structured approach to the management of our environmental impact, ensuring compliance with, or exceeding, all relevant legal and regulatory requirements. We also seek to align with recognised best practices that address environmental aspects related to our operations.

Decarbonisation Initiatives (2024/25)

A key component of our environmental policy is the decarbonisation of our Grade II-listed building, which will be a major focus throughout 2024/25. As custodians of a historic building, we recognise the unique challenges and opportunities presented in ensuring its sustainability for future generations. The decarbonisation project will focus on:

- Conducting a comprehensive energy audit to identify key areas for improvement in energy efficiency.
- Implementing energy-efficient systems, including the potential installation of renewable energy sources, such as solar panels and heat pumps, where feasible.
- Upgrading insulation and reviewing heating, ventilation, and lighting systems to reduce energy consumption.
- Working with specialists to develop innovative, sustainable solutions that respect the historic integrity of the building while significantly reducing its carbon footprint.

This decarbonisation effort aligns with both our organisational goals and wider local and national environmental targets, including the Liverpool City Region's ambition to achieve net-zero carbon emissions by 2040. By undertaking this project, we aim to set a benchmark for other organisations housed in historic or listed properties, showcasing that sustainable innovation and heritage preservation can coexist effectively.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2024

Wider Environmental Commitments

Our environmental priorities are further embedded into our organisational operations and include:

- Sustainable Procurement Practices: Working with suppliers who share our commitment to sustainability and reducing the environmental impact of goods and services.
- Waste Management: Implementing robust recycling initiatives and aiming for zero waste to landfill where possible.
- Education and Advocacy: Incorporating sustainability education into our curriculum to equip learners with the knowledge and skills needed to address global environmental challenges.
- Sustainable Transportation: Promoting the use of public transportation, car-sharing, and cycling for staff, learners, and visitors.

By embedding environmental considerations into our operations, decision-making processes, and educational offerings, Blackburne House is committed to fostering a culture of sustainability. This approach reflects our dedication to improving the wellbeing of both our local community and the planet, ensuring that environmental best practices remain central to our mission.

Structure, governance and management.

Governing document

Women's Technology Training Limited is a charitable company limited by guarantee (No. 01712569), incorporated in England on 6 April 1983 and registered as a charity (No. 514972) on 3 April 1984. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. On the winding up of the company each member will contribute £1.

Organisation

The Board of Trustees is responsible for overseeing the governance and administration of the charity. The Board meets bi-monthly and is supported by sub-committees focused on Education & Quality and Finance, Audit & Risk. In addition, Task Force Committees are convened on a temporary basis to address specific organisational priorities. For example, the creation of the EDI Task Force (Equality, Diversity, and Inclusion) demonstrates our commitment to fostering an inclusive culture while providing appropriate governance oversight in this critical area.

The Chief Executive, appointed by the Board of Trustees, is responsible for managing the day-to-day operations of the charity. Operating within the terms of delegation approved by the trustees, the Chief Executive provides strategic direction for the organisation, ensuring that policies, systems, and services are aligned with its mission, vision, and values. Comprehensive business planning for all areas of service delivery ensures that operations are firmly rooted in the organisation's strategic intent.

We prioritise fostering a high-performance, high-empowerment culture that drives sustainable advantage for the organisation. This approach enables us to remain competitive in securing funding and sponsorship while retaining and expanding our market position. Maintaining a positive reputation within the community, education, and training sectors—as well as other markets where we operate—is a cornerstone of our strategic priorities.

The Management Team

Day-to-day management of the charity is entrusted to a highly skilled Senior Management Team, which currently comprises:

- A Rushton – Chief Executive
- L Mairah – Director of Business Development & Communications
- L Nixon – Head of Education & Compliance

The Senior Management Team works collaboratively to ensure effective operations, compliance, and continuous improvement across all aspects of the organisation.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued] Year ended 31 July 2024

Trustee Appointment, Induction, and Training

The Board adopts a strategic approach to trustee recruitment to ensure a broad range of skills and perspectives that will enable the organisation to achieve its strategic goals. Trustee vacancies are advertised widely within the community, and all members are circulated with invitations to nominate trustees prior to the Annual General Meeting (AGM).

When considering the co-option of trustees, the Board assesses the specific skills, knowledge, and experience required to enhance the organisation's ability to deliver on its mission. Trustees come from diverse professional and personal backgrounds, adding significant value through their varied perspectives. Recognising the high expectations placed on the Board, we prioritise the training and development of all trustees to complement and expand their existing skills and expertise.

Induction and Development

New trustees participate in a comprehensive induction programme designed to provide a thorough understanding of Blackburne House Education's work and their role in supporting its success. The induction includes:

- A detailed briefing on their legal obligations under charity and company law.
- An overview of the Memorandum and Articles of Association, decision-making processes, and recent financial performance.
- Insights into the charity's operations, strategic priorities, and the specific impact of its programs.

Trustees are encouraged to attend both external training events and internal training sessions, ensuring they remain well-equipped to fulfil their responsibilities effectively. Regular briefings and development opportunities are provided to support trustees in their ongoing contribution to the organisation.

By providing this comprehensive induction and training framework, we enable trustees to play an active and meaningful role in shaping the future of Blackburne House Education, ensuring the charity continues to deliver its vision with impact and purpose.

Related Charities

Women's Technology Training Limited is related to Blackburne House by virtue of common directors, influence and shared resources.

Statement of trustees' responsibilities

The trustees (who are also directors of Women's Technology Training Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to: -

- Select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP 2019 (FRS 102).
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2024

Statement of trustees' responsibilities [Continued]

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

Trustees' statement of disclosure of information to the auditors

In so far as the trustees are aware: -

- there is no relevant audit information of which the charitable company's auditor is 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

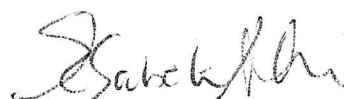
A resolution for the re-appointment of Mitchell Charlesworth (Audit) Limited will be proposed at the forthcoming Annual General Meeting.

Approval

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein in our capacity as company directors.

Registered office:
Blackburne House
Blackburne Place
Off Hope Street
Liverpool L8 7PE

SIGNED BY ORDER OF THE TRUSTEES



Liz Cross
CHAIR OF THE BOARD OF TRUSTEES

Approved by the trustees on 22 April 2025

Mitchell Charlesworth (Audit) Limited

Accountants

Suites C,D,E,F, 14th Floor, The Plaza, Old Hall Street, Liverpool, Merseyside, L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2024

Opinion

We have audited the financial statements of Women's Technology Training Limited (the 'charitable company') for the year ended 31 July 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2024 and of its 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 Auditor's 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.

Mitchell Charlesworth (Audit) Limited

Accountants

Suites C,D,E,F, 14th Floor, The Plaza, Old Hall Street, Liverpool, Merseyside, L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2024 [Continued]

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

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 strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Mitchell Charlesworth (Audit) Limited

Accountants

Suites C,D,E,F, 14th Floor, The Plaza, Old Hall Street, Liverpool, Merseyside, L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2024 [Continued]

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on pages 14 - 15, 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.

Auditor's 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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and business performance;
- the charitable company's own assessment of the risks that irregularities may occur either as a result of fraud or error;
- the results of our enquiries of management and members of the Board of Trustees of their own identification of and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:

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Accountants

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2024 [Continued]

Identifying and assessing potential risks related to irregularities [Continued]

- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; and
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas:

(i) The presentation of the charity's Statement of Financial Activities, (ii) revenue recognition, and (iii) the overstatement of salary and other costs. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act and the Statement of Recommended Practice - 'Accounting and Reporting by Charities' issued by the joint SORP making body.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty. These included Safeguarding and Data Protection regulations.

Audit response to risks identified

As a result of performing the above, we identified the presentation of the charitable company's Statement of Financial Activities, revenue recognition and overstatement of wages and other costs as the key audit matters related to the potential risk of fraud. The key audit matters section of our report explains the matters in more detail and also describes the specific procedures we performed in response to those key audit matters.

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations described above as having a direct effect on the financial statements;
- enquiring of management and members of the Board of Trustees concerning actual and potential litigation and claims;

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Accountants

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2024 [Continued]

Audit response to risks identified [Continued]

- reading minutes of meetings of those charged with governance and reviewing correspondence with relevant authorities where matters identified were significant;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Philip Griffiths
Senior Statutory Auditor

29 April 2025

On behalf of Mitchell Charlesworth (Audit) Limited
Statutory Auditor

Suites C,D,E,F, 14th Floor
The Plaza
Old Hall Street
Liverpool
Merseyside, L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account)

Year ended 31 July 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income from:					
Charitable activities	2	966,055	315,124	1,281,179	1,114,067
Total income		966,055	315,124	1,281,179	1,114,067
Expenditure on:					
Charitable activities	3	923,603	307,204	1,230,807	1,077,109
Total expenditure		923,603	307,204	1,230,807	1,077,109
Net income/(expenditure) for the year	9	42,452	7,920	50,372	36,958
Total funds brought forward		416,702	-	416,702	379,744
Total funds carried forward		459,154	7,920	467,074	416,702

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 25 to 36 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2024

Comparative information for the year ended 31 July 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income from:					
Donations and legacies		-	-	-	11,609
Charitable activities	2	766,258	347,809	1,114,067	1,248,653
Total income		766,258	347,809	1,114,067	1,260,262
Expenditure on:					
Charitable activities	3	641,852	435,257	1,077,109	1,243,585
Total expenditure		641,852	435,257	1,077,109	1,243,585
Net income/(expenditure) for the year	9	124,406	(87,448)	36,958	16,677
Total funds brought forward		292,296	87,448	379,744	363,067
Total funds carried forward		416,702	-	416,702	379,744

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 25 to 36 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Balance Sheet 31 July 2024

			2024		2023
	Notes	£	£	£	£
Fixed assets					
Tangible assets	11		145,262		170,105
Current assets					
Debtors	12	594,744		523,980	
Cash at bank		<u>44</u>		<u>25</u>	
		594,788		524,005	
Creditors: Amounts falling due within one year	13	<u>(247,309)</u>		<u>(226,075)</u>	
Net current assets			<u>347,479</u>		<u>297,930</u>
Total assets less current liabilities			492,741		468,035
Creditors: Amounts falling due after more than one year	14		<u>(25,667)</u>		<u>(51,333)</u>
Net assets			<u>467,074</u>		<u>416,702</u>
The funds of the Charity					
Restricted	17		7,920		-
Unrestricted	16		<u>459,154</u>		<u>416,702</u>
Total funds	18		<u>467,074</u>		<u>416,702</u>

These financial statements were approved by the trustees and authorised for issue on 22 April 2025 and are signed on their behalf by:



Sally Anne Watkiss

Company Registration Number: 01712569

The notes on pages 25 to 36 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Cash Flows For the year ended 31 July 2024

	Note	2024		2023	
		£	£	£	£
Cash flow from operating activities	20		31,659		(45,732)
Cashflow from investing activities					
Payments to acquire tangible fixed assets		-		(6,724)	
Net cash flow from investing activities			-		(6,724)
Cash flow from financing activities					
New borrowings		-		77,000	
Repayment of long term loans		(25,667)		-	
Interest paid		(5,004)		-	
Net cash flow from financing activities			(30,671)		77,000
Net (decrease)/increase in cash and cash equivalents			988		24,544
Cash and cash equivalents at 1 August 2023			(26,227)		(50,771)
Cash and cash equivalents at 31 July 2024			(25,239)		(26,227)
Cash and cash equivalents consists of:					
Cash at bank			44		25
Bank overdraft			(25,283)		(26,252)
			(25,239)		(26,227)

The notes on pages 25 to 36 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2024

1. Summary of accounting policies

(a) General information and basis of preparation

Women's Technology Training Limited is a company limited by guarantee and a registered charity incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 2 of these financial statements. The nature of the charity's operations and principal activities are set out in the Trustees' Report on page 3.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and 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 charity 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.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to special performance conditions and is recognised as earned as the related services are provided. Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainty of receipt and the amounts can be measured with sufficient reliability.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

1. Summary of accounting policies [Continued]

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities includes costs associated with the charity including support costs as appropriate.
- Other expenditure represents those items not falling into the category above.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at the charity's registered office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

The analysis of these costs is included in note 4.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Capital expenditure on equipment is written off in the period in which it is incurred if purchased from grant income. Individual assets are capitalised on the balance sheet where their cost exceeds £100.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computers	10 - 33% per annum
Fixtures & fittings	10 - 20% per annum
Equipment	20% per annum
Leasehold improvements	1 -10% per annum

(g) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

1. Summary of accounting policies [Continued]

(h) 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.

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 receipts 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.

(i) Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

(j) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2024

1. Summary of accounting policies [Continued]

(k) Operating leases

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

(l) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(m) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(n) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

2. Income from charitable activities	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Liverpool City Region Combined Authority - AEB	740,606	-	740,606	574,831
Liverpool City Region Combined Authority - Pilot Project	97,000	-	97,000	98,500
Liverpool City Region Combined Authority - L3 Lifetime Skills	-	57,210	57,210	57,295
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	51,746	51,746	90,453
LCVS	1,440	-	1,440	-
ESFA - Advanced Learner Loan	20,904	-	20,904	15,820
ESFA - Learning Loan Bursary	-	-	-	300
ESFA - 16-19 Programme Funding	54,520	-	54,520	62,559
ESFA - AEB Further Education 19+ funding	5,996	-	5,996	2,009
ESFA - 16-19 bursary	-	2,950	2,950	9,542
SEE North West Sub Grant Year 10	-	-	-	12,006
SSE Wigan Place based programme	-	-	-	(11,925)
SSE Allen & Overy Foundation	-	12,500	12,500	4,167
SSE North West Kindred UKSF	-	17,378	17,378	-
Power to Change Yr 1 2022	-	4,977	4,977	31,922
CBTU Power to Change Yr 7 2003	-	43,149	43,149	-
The National Lottery Community Fund	-	66,883	66,883	122,280
Steve Morgan Foundation	-	-	-	20,621
John Moores Foundation	-	5,000	5,000	-
Smallwood Trust	29,329	-	29,329	3,024
Kickstarter - The Learning Foundry	-	-	-	5,344
Wellness Project Fund	-	27,370	27,370	1,145
Northern Impact Fund	-	18,041	18,041	4,959
FE Course fees	-	-	-	9,215
Vola – Digital Connectivity Grant	-	7,920	7,920	-
Other income	16,260	-	16,260	-
	<u>966,055</u>	<u>315,124</u>	<u>1,281,179</u>	<u>1,114,067</u>

£347,809 of the above income in 2023 was attributable to restricted funds and £766,258 of the above income in 2023 was attributable to unrestricted funds.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

3. Analysis of expenditure on charitable activities	Activities undertaken directly £	Support costs £	Total 2024 £	Total 2023 £
College	594,288	636,519	1,230,807	1,077,109

£307,204 (2023 £435,257) of the above costs were attributable to restricted funds and £923,603 (2023 £641,852) of the above costs were attributable to unrestricted funds.

4. Allocation of support costs	2024 £	2023 £
Management salaries	223,457	296,421
Premises costs	241,444	91,246
Office costs	64,762	43,137
Depreciation and impairment	24,843	25,008
Professional	48,772	38,064
Other	22,021	(10,410)
Governance (see note 6)	11,220	10,457
	<u>636,519</u>	<u>493,923</u>

5. Governance costs	2024 £	2023 £
Audit and accountancy fees	11,220	10,457
	<u>11,220</u>	<u>10,457</u>

6. Staff costs and numbers	2024 £	2023 £
The aggregate payroll costs were:		
Wages and salaries	631,720	646,209
Social security costs	43,049	55,455
Other pension costs	15,389	16,752
	<u>690,158</u>	<u>718,416</u>
Staff recharges	(9,579)	10,653
Subcontracted staff	6,002	38,847
	<u>686,581</u>	<u>767,916</u>
Total	<u>686,581</u>	<u>767,916</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

6. Staff costs and numbers [Continued]	2024 No	2023 No
The average number of staff employed by the Charity during the year amounted to:		
Number of administrative staff	15	17
Number of part-time tutors	15	14
Number of tutors	2	1
	<u>32</u>	<u>32</u>

There were no employees included in the above whose emoluments, excluding pension contributions, exceeded £60,000 (2023 None).

7. Trustees' and key management personnel remuneration and expenses

No remuneration was paid to the trustees during the year for their services as trustees (2023 £Nil) nor were any expenses reimbursed (2023 £Nil).

The total amount of employee remuneration received by key management personnel is £139,074 (2023 £116,880).

The charity considers its key management personnel to comprise the Chief Executive, Head of Education and the Director of Business Development and Communications. Women's Technology Training Limited has a shared resource in the CEO role with its sister company, Blackburne House. Blackburne House recharge a portion of the costs associated with the CEO to Women's Technology Training Limited each year, in connection with this resource.

8. Interest payable	2024 £	2023 £
Bank loans and overdrafts	5,263	3,925
	<u>5,263</u>	<u>3,925</u>

9. Net income for the year	2024 £	2023 £
This is stated after charging:		
Staff pension contributions	15,389	16,752
Depreciation and impairment	24,843	25,008
Auditors' remuneration - as auditors	11,220	10,457
	<u>51,452</u>	<u>52,217</u>

10. Taxation

The company is exempt from corporation tax on its charitable activities.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

11. Tangible fixed assets	Equipment £	Computer Equipment £	Fixtures & Fittings £	Total £
Cost				
At 1 August 2023	5,740	157,397	129,022	292,159
Disposal in the year	-	(14,721)	-	(14,721)
At 31 July 2024	5,740	142,676	129,022	277,438
Depreciation and impairment				
At 1 August 2023	5,740	70,256	46,058	122,054
Charge for the year	-	12,694	12,149	24,843
Elimination on disposals	-	(14,721)	-	(14,721)
At 31 July 2024	5,740	68,229	58,207	132,176
Net book value				
At 31 July 2024	-	74,447	70,815	145,262
At 31 July 2023	-	87,141	82,964	170,105
12. Debtors			2024	2023
			£	£
Grants receivable			121,453	94,810
Trade debtors			6,209	13,014
Other debtors			437,094	385,820
Prepayments			29,988	30,336
			594,744	523,980
Other debtors includes a loan to Blackburne House of £437,094 (2023 £385,820) of which £394,286 (2023: £384,481) is to be repaid after more than one year.				
13. Creditors: Amounts falling due within one year			2024	2023
			£	£
Bank overdraft			25,283	26,252
Northern Impact Fund 2 loan			25,666	25,667
Trade creditors			54,537	51,697
Other creditors			4,110	1,480
Social security and other taxes			68,420	15,468
Deferred income			48,593	96,951
Accruals			20,700	8,560
			247,309	226,075

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

14. Creditors: Amounts falling due more than one year	2024	2023
	£	£
Northern Impact Fund 2 loan	25,667	51,333
	<u> </u>	<u> </u>

On the 31 July 2023 a Northern Impact Fund 2 loan of £77,000 was received which is repayable in monthly instalments over 3 years at a rate of interest of 12.54%. In tandem with the loan, a Northern Impact Fund 2 grant of £23,000 was received.

Loans and overdrafts

Creditors include loans which are due to be repaid as follows:

	2024	2023
	£	£
Amounts payable:		
In one year or less or on demand	50,949	51,919
In more than one year but no more than two years	25,667	51,333
	<u> </u>	<u> </u>
	76,616	103,252
	<u> </u>	<u> </u>

15. Commitments under operating leases	Assets other than land and buildings	
	2024	2023
	£	£
At 31 July 2024 the charity had future total commitments under non-cancellable operating leases as follows:		
Within one year	14,117	13,706
Between two and five years	1,176	15,293
	<u> </u>	<u> </u>
	15,293	28,999
	<u> </u>	<u> </u>

16. Unrestricted funds	As at			As at
	1 August			31 July
	2023	Income	Expenditure	2024
	£	£	£	£
General fund	416,702	966,055	(923,603)	459,154
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Comparative information in respect of the preceding period is as follows:

	As at			As at
	1 August			31 July
	2022	Income	Expenditure	2023
	£	£	£	£
General fund	292,296	766,258	(641,852)	416,702
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

17. Restricted funds	As At 1 August 2023 £	Income £	Expenditure £	As at 31 July 2024 £
Vola – Digital Connectivity Grant	-	7,920	-	7,920
SSE North West Sub Grant - year 10	-	4,977	(4,977)	-
SSE North West Sub Grant Power to Change	-	43,149	(43,149)	-
SSE North West UKSPF	-	17,378	(17,378)	-
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	51,746	(51,746)	-
LCRCA Lifetime Skills	-	57,210	(57,210)	-
ESFA 16-19 Bursary	-	2,950	(2,950)	-
John Moores Foundation	-	5,000	(5,000)	-
National Lottery Community Fund	-	66,883	(66,883)	-
Northern Impact	-	18,041	(18,041)	-
Allen & Overy	-	12,500	(12,500)	-
Wellness Project funding	-	27,370	(27,370)	-
	-	315,124	(307,204)	7,920

Comparative information in respect of the preceding period is as follows:

	As At 1 August 2022 £	Income £	Expenditure £	As at 31 July 2023 £
SSE North West Sub Grant - year 10	-	12,006	(12,006)	-
SSE North West Sub Grant Power to Change	-	31,922	(31,922)	-
SSE Wigan Place based programme	-	(11,925)	11,925	-
SSE North West UKSPF	-	-	-	-
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	57,295	(57,295)	-
LCRCA Lifetime Skills	-	90,453	(90,453)	-
ESFA 16-19 Bursary	-	9,542	(9,542)	-
Steve Morgan Foundation	-	20,621	(20,621)	-
John Moores Foundation	-	-	-	-
National Lottery Community Fund	-	122,280	(122,280)	-
Northern Impact	-	4,959	(4,959)	-
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	87,448	-	(87,448)	-
Kickstarter - The Learning Foundry	-	5,344	(5,344)	-
Allen & Overy	-	4,167	(4,167)	-
Wellness Project funding	-	1,145	(1,145)	-
	87,448	347,809	(435,257)	-

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

18. Analysis of net assets between funds

	Tangible Fixed Assets £	Net Current Assets £	Creditors due after one year £	Total £
Unrestricted funds	145,262	339,559	(25,667)	459,154
Restricted funds	-	7,920	-	7,920
	<u>145,262</u>	<u>347,479</u>	<u>(25,667)</u>	<u>467,074</u>

Comparative information in respect of the preceding period is as follows:

	Tangible Fixed Assets £	Net Current Assets £	Creditors due after one year £	Total £
Unrestricted funds	170,105	297,930	(51,333)	416,702
	<u>170,105</u>	<u>297,930</u>	<u>(51,333)</u>	<u>416,702</u>

19. Analysis of changes in net debt

	31 July 2023 £	Cashflows £	Non cash changes £	31 July 2024 £
Cash at bank and in hand	25	19	-	44
Bank overdraft	(26,252)	969	-	(25,283)
Total liabilities	(26,227)	988	-	(25,239)
Debt due within one year	(25,667)	25,667	(25,666)	(25,666)
Debt due after more than one year	(51,333)	-	25,666	(25,667)
Total net debt	<u>(103,227)</u>	<u>26,655</u>	<u>-</u>	<u>(76,572)</u>

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

	2024 £	2023 £
Net income for the year/(expenditure)	50,372	36,958
Depreciation and impairment of tangible fixed assets	24,843	25,008
Interest payable	5,004	-
(Increase)/ decrease in debtors	(70,764)	(119,766)
Increase / (decrease) in creditors	22,204	12,068
Net cash flow from operating activities	<u>31,659</u>	<u>(45,732)</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

21. Related party transactions

Women's Technology Training Limited is related to Blackburne House by virtue of common directors and influence. Both these charities operate from the same Registered Office. During the year Blackburne House charged Women's Technology Training Limited rent and services of £312,720 (2023 £142,372), £Nil (2023 £Nil) for childcare and other administration, project and secondment costs totalling £53,106 (2023 £372,942). During the year Women's Technology Training charged Blackburne House £49,938 (2023 £34,656) for administration costs and were refunded £16,912 (2023 £5,916) in relation to overstated childcare costs.

The above exclude VAT on vatable items.

At the year-end Women's Technology Training was owed £437,094 by Blackburne House (2023 £384,431).

22. Pension scheme contributions

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions paid by the charity to the defined contribution scheme which amounted to £15,389 (2023 £16,752).

23. Deferred income	Under 1 year	2024	2023
	£	£	£
At 1 August 2023	96,951	96,951	47,053
Additions	48,593	48,593	96,951
Amounts released to income	(96,951)	(96,951)	(47,053)
At 31 July 2024	48,593	48,593	96,951

Income has been deferred where it is received in advance of the period to which it relates or where performance of the activities to which it relates has not yet been undertaken.

24. Accrued funding commitments	Under 1 year	2024	2023
	£	£	£
At 1 August 2023	94,810	94,810	75,878
Additions	121,453	121,453	94,810
Amounts paid during the year	(94,810)	(94,810)	(75,878)
At 31 July 2024	121,453	121,453	94,810

Accrued funding commitments attributed to restricted funds is £4,167 (2023 £5,125) and £117,286 (2023 £89,685) was attributed to unrestricted funds.

25. Company limited by guarantee

The company is limited by guarantee and has no share capital.

On the winding up of the company each member will contribute £1.

26. Capital commitments

There were no capital commitments as at 31 July 2024 (2023 £Nil).

27. Analysis of changes in net debt

The charity had no debt during the year.

WOMEN'S TECHNOLOGY TRAINING LIMITED

England & Wales - Charity number 514972

Accounts

WOMEN'S TECHNOLOGY TRAINING LIMITED
(Company Limited by Guarantee)

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended
31 July 2023

Company Registration Number 01712569
Charity Number 514972

WOMEN'S TECHNOLOGY TRAINING LIMITED

Financial Statements Year ended 31 July 2023

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Members of the Board and Professional Advisors Year ended 31 July 2023

Registered Charity name	Women's Technology Training Limited
Company number	01712569
Charity number	514972
The Board of Trustees	Liz Cross (Chair) Sally-Anne Watkiss Annette Hennessy Kate Fox (Resigned 29/09/2022) Claire Dixon Nina Roberts Jayne Worthington Humaira Khan Ngunan Adamu (Appointed 23/02/23) Lynda Brady (Appointed 23/02/23)
Company secretary	Jennifer Lawson
Chief executive	Anne McColl (resigned 05/12/22) Andrea Rushton (appointed Interim CEO 01/12/22) Andrea Rushton (appointed CEO 08/03/23)
Registered office	Blackburne House Blackburne Place Off Hope Street Liverpool L8 7PE
Statutory Auditor	Mitchell Charlesworth (Audit) Limited Accountants Registered Auditor 5 Temple Square Temple Street Liverpool L2 5RH
Bankers	National Westminster Bank Plc 5 Oxford Street Liverpool L7 7HL
Solicitors	MSB Solicitors Ltd Silkhouse Court Tithebarn Street Liverpool L2 2LZ

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report Year ended 31 July 2023

The trustees, who are also directors for the purposes of the Companies Act, present their annual report and the audited accounts of the charity for the year ended 31 July 2023. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) in preparing the annual report and accounts of the charity.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, the Charities Act 2011 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 United Kingdom and Republic of Ireland published in October 2019.

Trustees

The trustees who served the charity during the year were as follows:

Liz Cross (Chair)	Jayne Worthington
Kate Fox (resigned 29/09/22)	Ngunan Adamu (Appointed 23/02/23)
Sally-Anne Watkiss	Lynda Brady (Appointed 23/02/23)
Nina Roberts	
Annette Hennessy	
Humaira Khan	
Claire Dixon	

Trustees are appointed in accordance with the Memorandum and Articles of Association.

None of the trustees receive remuneration or other benefits for their work as trustees of the charity. Any connection between a trustee or senior manager of the charity with a company must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party.

Objectives of the Charity

The charity's objects and its principal activity continue to be that of providing training for women in areas where they are traditionally under-represented. It seeks to transform women's lives and encourage their independence through the provision of education, training and opportunities of every kind in an environment of equality and inspiration.

Public Benefit

When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit and in particular the specific guidance on charities for the advancement of education.

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of race, ethnicity, sexual orientation, or disability in line with the Equalities Act 2010.

It is a priority of the organisation that access to our services is not restricted and based on eligibility guidelines from our devolved Adult Education Budget allows learners that access. Additionally, the Discretionary Learner Support Fund provided by The Liverpool City Region Combined Authority for learners enables us to assist those to meet the costs of childcare, travel, learner and learning support. All our charitable activities focus on education and learning for women and are undertaken to further our charitable purpose for the public benefit.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report (Continued)
Year ended 31 July 2023

Strategic Report

About Women's Technology Training Limited (Blackburne House Education)

Women's Technology Training Limited, more latterly known as Blackburne House Education (BHE) was established in 1983 with the aim of progressing women from disadvantaged backgrounds into employment within technical professions – an area in which, at the time, women were significantly under-represented.

The organisation grew quickly and considerably and, in 1991 we moved into new premises in Liverpool's famous Georgian Quarter. More than £4m was raised to breathe new life back into Blackburne House and the beautiful, Grade II-listed building then became our new home.

Today, Blackburne House Education and our School for Social Entrepreneurs is a vibrant and thriving organisation and one of the country's leading education centres. Over the years, through our sister organisation Blackburne House, we have established several successful social enterprises that support our educational aims and provide tangible examples of how new markets can be used to serve local communities.

Attracting thousands of visitors each year, our facilities now include a thriving bistro and cafe, wellness and counselling centre, conference and events facilities and a 36-place nursery. Blackburne House has received local, national, and international recognition for the work that we do in education and in June 2015 we were granted Freedom of the City in recognition for our services in Education for Women across Liverpool and the wider Merseyside area.

Our Vision and Values

Our vision is to educate and up skill women so that they can pursue professions in every sector and at every level, where women are still typically under-represented. We aspire to give confidence to the women we work with, so that they can go on to live independent lives, believe in their dreams and achieve their ambitions. We want to inspire our women to believe that anything is possible. We want to instil a culture of empathy and understanding, of inclusion and acceptance. We want to overcome prejudice, discrimination and adversity and create a positive and holistic environment where women can share, learn, and grow.

We have a core set of values that is ingrained into everything that we do. Those values are integral to our organisation, helping to define our long-term aims and objectives and influence the way we work.

Inspiration

We provide the highest possible quality of inspirational education and development - and our teaching and working methods and our services and environment reflect this relentless commitment.

Transformation

We believe in using creative working methods to develop new and innovative ways of fulfilling and exceeding our financial, social, and environmental aims -renewing and transforming our business and helping us to touch and transform the lives of everyone who works with Blackburne House.

Equality

Blackburne House is and has always been about holistic approaches to improving the lives of women - all women. We constantly build on the diversity and range of our services including support and education services for children and men, where these will contribute to improving the lives of women.

Independence

As well as helping our students and service users to develop their own independence, our charitable and commercial activities all operate to continuously improving business standards - to deliver the independence of Blackburne House.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

Activities, achievements and performance

From 2019/20 academic year the Government devolved the Adult Education Budget (AEB) in Liverpool City Region to the Combined Authority (LCRCA). We successfully tendered for the second term and gained a further five-year education contract via LCRCA in 2021 with commencement in 2022, with the potential value of £3.8m over the five years. We continue to develop and expand curriculum, training methods and our project portfolio in line with the needs of students, employers, government initiatives and local Industry growth agendas.

Our School for Social Entrepreneurs continues to be highly successful in delivering programs that attract and develop learners who want to pursue self-employment with a social impact. We invest in individuals from all backgrounds who have practical ideas for change. Our vision is of a fair and equal society where the potential of all people is fully realised.

Education

Blackburne House is a Voluntary and Community Independent Provider, supporting the learning aims of Liverpool City Region residents for almost 40 years. We stand out as an educational establishment that welcomes all people to develop and improve their quality of life and that of their families.

During the educational period 2022/23 we had 528 learners and 1,411 enrolments, of which 502 were adult learners representing 1,009 course enrolments, into Blackburne House Education.

Of the 502 adult Learners

- 78.6% (415) of learners (2022 - 81.9%) are from high deprivation areas with an IMD in the most deprived 30% nationally; of the 415 adult learners from deprived post codes 322 (61.6%) are from postcodes ranked in IMD 1 which is the top 10% most deprived in England (2022 - 66.6%).
- 499 (99.4%) of the adult learners are women and 265 (53.1%) of these women (2022 - 52.6%) are from non-white ethnic groups (Black, Asian, Mixed, Other).
- 120 (23.9%) of our adult learners declared learning difficulties or disabilities (2022 - 26.3%).

Independence, transformation, inspiration, and equality through education is the pulsating heartbeat of Blackburne House Education. This clear vision and mission is translated and embedded at every level and within every area of the organisation. Blackburne House Education has successfully delivered skills and education contracts for almost 40 years and has been privileged to witness the transformative effects of educational achievement within a highly supportive environment. Learning is a celebration; we acknowledge the journey our learners take, many from what is deemed a very low starting point. Our mission is: To provide education for women who are disadvantaged, to encourage and enable them to develop to their full potential through the provision of high-quality learning provision and facilities.

Blackburne House Education is situated in Toxteth, one of the most deprived areas of Liverpool, however, our delivery also spans across the broader City Region. We continue to effectively engage with deprived and BAME communities, providing support and removing barriers to education. We proudly promote Equality & Diversity with a very strong representation from the Black, Asian and minority ethnic (BAME) community.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

Education [Continued]

A significant number of learners are refugees, asylum seekers, lone parents, long-term unemployed, carers or women who have not previously achieved any qualifications. Courses on offer are primarily for adults, mainly women, with a number of women aged 16 to 18 accessing programs. Our learners can choose to enroll on a range of programs, which includes Interior Design, Teacher Training, Holistic Therapies, Healthcare, Business, Access to HE, ESOL, GCSE and Functional Skills. The curriculum is designed to align with the city region's priorities and is responsive to the needs of local people and local businesses. Our mission is to provide tailored skills and learning to engage people and support them into meaningful employment and/or further education and skills.

We recognise in our ever-changing culture and environment the importance of resilience and confidence alongside qualification achievement; therefore, we have strengthened our delivery with substantial health and wellbeing programs enabling the transformation of lives. During this academic year, recognising mental health impacts on our learners, we worked with funders to grow this portfolio, targeted to support our learners and local women, specifically BAME women.

For the 2022/23 academic year we continued to implement a full-time delivery program, mapped against local needs.

Quality and performance

Board members and Senior Managers live the values of the organisation, providing a clear and consistent mission and vision. The Education & Quality committee annually agrees and set key quality and performance targets for the academic year, which are scrutinised at committee and senior management meetings. The views of learners are used to identify areas for improvement or any areas where good practice can be shared, which supports improvements to teaching, learning and assessment and the environment.

Learners commend the niche-learning environment provided by Blackburne House, it is a place where they feel accepted, safe and inspired. Leaders and managers collaborate effectively with Liverpool City Region (LCRCA) colleagues to align curriculum, with skills priorities. Programs are responsive, designed to meet the needs of local people and employer priorities. We have clear progression routes in place, which have been realised from pre-entry level through to higher level qualifications.

We are committed to safeguarding and promoting the welfare of our students and expect all our staff, trustees, and volunteers to share this commitment. Safeguarding of children, young people and vulnerable adults continues to be important to the organisation, and we take seriously our duty to comply with the Safeguarding Vulnerable Groups Act 2006, Education Act 2002 and Counterterrorism and Security Act 2015. The Board of Trustees and staff have undertaken training in this area and continually review our performance and responsibilities to keep all members of our community safe.

Our Board and the Education & Quality Committee closely monitor our policies and procedures and the organisation has an appointed Designated Safeguarding Officer who is supported by the safeguarding team and a delegated Board Safeguarding Lead.

Our quality of education for 2022/23 reflects the difficulties experienced within the changing leadership of the education area and how hard women have been affected from Covid and its lasting effects. However, even with this, the achievement rate of 76.2% was a slight increase from 72.6% in 2021/22 and still remains below the national average benchmark of 86%. Increasing numbers of learners were completing their qualifications, showing significant improvement in most success rates following a downturn during Covid restrictions. Although as stated still slightly below national average, most subject areas have seen improvements in outcomes, particularly within Health and Social care and Prep for Work. In some areas, ICT, Arts and Media, Language and Literature and Business Admin, improvements were however less secure, and in some instances declined.

Additional senior leadership will now be in place by the start of the 22/23 academic year to further improve success rates for learners.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

Education through enterprise

Blackburne House Education takes an enterprising approach to teaching and learning. Enterprise encourages people to learn and develop in a way that meets their needs and develops skills for learning, skills for life and skills for work. The world is changing rapidly, and people need to be prepared. They need to have the skills and attitudes to cope with an unpredictable future, to be able to deal with setbacks and disappointments in a positive way and to continue to learn for the rest of their lives. Whenever possible, we utilise the resources across Blackburne House to provide our learners with real life opportunities to enhance their development and support them to become more influential in their own lives and the lives of others.

Careers & Employability

Blackburne House Education has employability built into all its programs. Sessions include applying for work, CV writing, ask the professional, communication for career progression, interview skills, confidence building and work experience opportunities. Our Health and Wellbeing support helps to build confidence and resilience to equip our learners with the life skills needed to adapt, thrive, and cope with life crises.

School of Social Entrepreneurs Northwest (SSE NW)

Blackburne House Education continues to work in partnership with The School for Social Entrepreneurs to deliver capacity building programmes for socially trading organisations from across the Northwest.

We support the development and growth of social enterprises as a means by which to address some of society's most pressing issues. We empower people from all backgrounds to create positive social change. Our SSE NW programmes help individuals start, sustain, and scale social enterprises, charities, and community projects. We help individuals build confidence, leadership, and business skills.

This year SSE launched their new 'Igniting the Social Economy 2022 to 2025' strategy. As a partner, we are working to fulfil this strategy which aims to:

- Ignite entrepreneurship communities.
- Accelerate social innovation.
- Harness networks and insights.

Lloyds Bank Social Entrepreneurship Programme (LBSEP)

This flagship programme ran from 2012 to 2022, supporting a total of 2467 social entrepreneurs from across the country; 400 of whom were supported by SSE Northwest. We delivered 11 start up programmes, 3 Trade Up program and 3 scale up programmes. The evaluation report for Phase 1 (2012 to 2017) is available on the SSE website with SSE Northwest currently contributing to the development of the Phase 2 evaluation (2017 to 2022)

Power to Change Community Business Trade Up Programme

The Power to Change Community Business Trade Up Programme supports Community Business Leaders to develop the skills and confidence needed to increase their organisation's social impact and traded income. SSE Northwest have supported 22 Community Businesses via years 6 and 7 of the programme which also provides Match Trading Grants of up to £5000.

SSE Fellowship

The SSE Fellowship is a community of Social Entrepreneurs and Community Business Leaders who have all graduated from SSE programmes. The Fellowship offers funding, events, and support to help SSE Fellows to continue to grow the impact of their organizations as well as connect with others in the community. This is made possible by Social Partners, a community of people with extensive business experience who donate both time and money to support SSE Fellows. This year 48 Social Entrepreneurs and Community Business Leaders graduated from SSE NW programmes and therefore joined the global fellowship.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

The Year Ahead

Blackburne House will seek to strengthen the partnership with SSE and will support SSE Northwest to cultivate local partnerships with the view to delivering programmes that ignite entrepreneurship in communities.

Financial review

The trustees' financial responsibilities include the solvency of the organisation, safeguarding the assets of the organisation and approving the annual budget. In approving the annual budget, we aim to set financial objectives, which are quantifiable targets against which we can measure achievement. To assist us in achieving these objectives, monthly management accounts are produced and discussed at Executive Leadership meetings. A formal cycle of reporting of management accounts has been established and includes a schedule of meetings with the Finance Audit & Risk Committee (FARC) and the trustees. FARC continually review their reporting mechanisms to ensure financial planning is developed and enhances the opportunities of the organisation. FARC under powers delegated to it by the trustees, regulate and control the finances of the organisation.

In addition to our Adult Education contracts, we once again secured pilot programs through LCRCA to deliver pre-access level education to support learners engaged at pre-entry level. This involved pre-access Pilots in ESOL, Innovation and Maths & English, targeted to improve pathways into education and outcomes. Throughout the year we continued to deliver against our 16-19 provision and were only slightly below the contract value with a small variance.

We continue to successfully deliver Mindfulness and Counselling sessions to our learners and women in the community. There is still evidence to support the high levels of declining mental health and wellbeing in women. Due to this continued decline in mental health and wellbeing of women, we successfully secured further funding and commissioning to continue delivery of counselling and wellness interventions as well as expanding into the delivery of support for long Covid and menopause programs.

Our plans for the future

Our Education contract concluded the fourth year of devolution through Liverpool City Region Combined Authority during 2021/22 and we tendered and were successful in gaining a further five years of AEB funds to begin in 22/23 academic year. We have also for the first time in many years gained AEB in-year growth due to increasing enrolments and increased achievement rates. We will continue to work closely with the City Region to map out curriculum plans against local priority areas, regularly assessing delivery and flexing plans based on the changing external environment.

All aspects of the curriculum have been designed to incorporate wraparound skills, employability, wellbeing & personal development, and progression with support elements. We continue to prioritise Equality & Diversity, Safeguarding and Prevent by providing our students with training across all programs.

To remove barriers to education and support the women in our community, we have strengthened our Wellness and Counselling services and have secured additional funding to continue delivery into 2022/23. We are now able to provide the immediate support required and as a direct result of our interventions we are evidencing the following:

- Reduced waiting times to access counselling services.
- Reduced isolation and Increased confidence and a feeling of connection.
- Gained long term cope and recovery strategies.
- Improved wellbeing and a sense of hope about their future
- Higher progression to our education programs which increases life chances and financial independence.

In addition to the growth of our Wellbeing and Counselling Portfolio, we continue to be successful in partnering with The Smallwood Trust to become a Community Grant Partner. We operate as a grant giver to provide small cash grants to individual women to help them overcome personal and financial barriers, helping them to make changes in their lives. The impact of this on our women has been significant,

The financial projections for 2023/24 have been prepared, they reflect our ability to adapt to the landscape in a strong and progressive manner in support of our learners and community.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

Our plans for the future [Continued]

Our future plans focus on strengthening our core offer of Education, allowing us to continue to deliver the vision of the organisation. We will continue to provide the vital community and learner services that build resilience and independence for women. We have shown resilience and flexibility to respond in a way that drives impact for the individual and for the local community and economy.

Remuneration of key management personnel

The trustees consider the Chief Executive and the Senior Management Team to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

It is the charity's policy to pay staff at rates reflecting the local market and in line with similar organisations.

Reserves policy

The organisation's reserve policy has been reviewed in line with guidance from the Charity Commission. It is the policy of the organisation to maintain unrestricted funds, which are the free reserves of the organisation at a level that equates to three months liquidity requirements. The trustees have reviewed the value of reserves required and have set the desired value of the reserves at £160,000 (2022 £150,000) to reflect current level of overheads. This provides sufficient funds to cover management, administration, and support costs for the development of our principal activities to enable us to provide a high-quality service to our stakeholders.

The trustees acknowledge that the level of unrestricted free reserves of £246,597 (2022 £191,355) have reached the desired level. The trustees continue to monitor the situation and have reviewed and agreed the strategy and priorities for the organisation as we move forward.

Risk policy

The trustees are responsible for overseeing the risks faced by the organisation. Detailed considerations of risk are delegated to the Executive Leadership Team. Risks are identified, assessed and controls established throughout the year. All significant activities undertaken are subject to a risk review and reviewed by the Finance & Resources Committee. Systems have been established to mitigate the risks and the Executive Leadership Team regularly reviews the risks and takes any action identified, with strategic oversight from the Finance, Audit and Risk Committee.

Investment powers and restrictions

Under the Memorandum and Articles of Association, the charity has the power, to invest or deposit funds in any manner only after obtaining advice from a financial expert and having regard to the suitability of investments and the need for diversification. The trustees, having regard to the liquidity requirements of operating the charity and to the reserves policy, do not consider it necessary to invest in a portfolio of investments, but instead have operated a policy of keeping available funds in an interest-bearing deposit account and seek to achieve a rate of deposit interest which matches or exceeds inflation as measured by the retail price index. Invested funds are held on deposit in a high interest savings account for use as and when necessary.

Environmental policy

The Board of Trustees and Executive Leadership Team are committed to the objectives of sustainable development and to achieving environmental best practice through all business activities whenever practical to do so. We operate an active and practical leadership policy in respect of environment management as a business function. We recognise that a concerted approach must be adopted to prevent pollution, minimise waste and achieve continual improvements in environmental performance.

Women's Technology Training Limited is committed to a structured approach to the management of its activities, ensuring it complies with or exceeds applicable environmental legal requirements and all other relevant requirements and recognised best practices, which are related to our environmental aspects.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

Structure, governance and management

Governing document

Women's Technology Training Limited is a charitable company limited by guarantee (No. 01712569), incorporated in England on 6 April 1983 and registered as a charity (No. 514972) on 3 April 1984. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. On the winding up of the company each member will contribute £1.

Organisation

The Board of Trustees administers the charity. The Board meets bi-monthly and there are sub-committees covering Education & Quality and Finance, Audit & Risk. Task Force Committees are temporary committees created to focus on particular areas from time to time, for example, we have an EDI Task Force to ensure the appropriate focus and governance oversight is created in this specific area. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations the Chief Executive has delegated authority, within terms of delegation approved by the trustees for operational matters including finance and to provide strategic directions for the organisation, ensuring that its policies, systems, products, and services are continually focused on achieving the organisation's mission, vision and values. Business planning for all aspects of the service provision is carried out to ensure our operation is in line with our strategic intent. We champion the creation of a high performance, high empowerment culture to build sustainable advantage for the organisation. This ensures we remain competitive for funding and sponsorship and that we retain and expand our market position. Our aim is to ensure we maintain a positive reputation within the community, education and training sector and other market sectors within which we operate.

The Management Team

Day-to-day management of the charity is delegated to the senior managers. The current team is:

A Rushton	-	Chief Executive
L Mairah	-	Director of Business Development & Communications
A McKenna	-	Head of Education

Trustee appointment, induction and training

The Board adopts a strategic approach to trustee recruitment and when appropriate all vacancies are advertised within the community to attract trustees to serve on its board and also invite trustees to nominate prior to the AGM.

All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM. When considering co-opting trustees, the Board has regard to the requirements for any specialist skillset and competency needed that would enhance the organisation's ability to deliver on its strategic goals. Board members come from a variety of backgrounds and it is this variety that adds value to the organisation. However, we recognise that our expectations are high and the demands we place on the Board are considerable, therefore we feel that it is important to support all Board Members with the training and development they need to complement and supplement their current skills and competencies.

The induction programme aims to give the new member an understanding of the work of Blackburne House Education and to help recognise how they can make a significant contribution to the organisation during their term of office. New trustees undergo an orientation programme to brief them on their legal obligations under charity and company law, the contents of the Memorandum and Articles of Association, the committee and decision-making processes and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events and internal training and briefings where these will facilitate the undertaking of their role.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

Related Charities

Women's Technology Training Limited is related to Blackburne House by virtue of common directors, influence and shared resources.

Statement of trustees' responsibilities

The trustees (who are also directors of Women's Technology Training Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to: -

- Select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP 2019 (FRS 102).
- make judgements and estimates that are reasonable and prudent.
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Trustees' statement of disclosure of information to the auditors

In so far as the trustees are aware: -

- there is no relevant audit information of which the charitable company's auditor is 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

Auditors

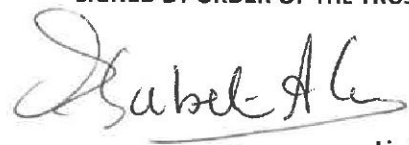
A resolution for the re-appointment of Mitchell Charlesworth (Audit) Limited will be proposed at the forthcoming Annual General Meeting.

Approval

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein in our capacity as company directors.

Registered office:
Blackburne House
Blackburne Place
Off Hope Street
Liverpool L8 7PE

SIGNED BY ORDER OF THE TRUSTEES



Liz Cross
CHAIR OF THE BOARD OF TRUSTEES

Approved by the trustees on 25 March 2024

Mitchell Charlesworth (Audit) Limited

Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2023

Opinion

We have audited the financial statements of Women's Technology Training Limited (the 'charitable company') for the year ended 31 July 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2023 and of its 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 Auditor's 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.

Mitchell Charlesworth (Audit) Limited

Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of
Women's Technology Training Limited
for the year ended 31 July 2023 [Continued]

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Mitchell Charlesworth (Audit) Limited

Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2023 [Continued]

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 11, 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.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and business performance;
- the charitable company's own assessment of the risks that irregularities may occur either as a result of fraud or error;
- the results of our enquiries of management and members of the Board of Trustees of their own identification of and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:

Mitchell Charlesworth (Audit) Limited

Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2023 [Continued]

Identifying and assessing potential risks related to irregularities [Continued]

- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; and
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas:

(i) The presentation of the charity's Statement of Financial Activities, (ii) revenue recognition, and (iii) the overstatement of salary and other costs. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act and the Statement of Recommended Practice - 'Accounting and Reporting by Charities' issued by the joint SORP making body.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty. These included Safeguarding and Data Protection regulations.

Audit response to risks identified

As a result of performing the above, we identified the presentation of the charitable company's Statement of Financial Activities, revenue recognition and overstatement of wages and other costs as the key audit matters related to the potential risk of fraud. The key audit matters section of our report explains the matters in more detail and also describes the specific procedures we performed in response to those key audit matters.

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations described above as having a direct effect on the financial statements;
- enquiring of management and members of the Board of Trustees concerning actual and potential litigation and claims;

Mitchell Charlesworth (Audit) Limited

Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2023 [Continued]

Audit response to risks identified [Continued]

- reading minutes of meetings of those charged with governance and reviewing correspondence with relevant authorities where matters identified were significant;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Philip Griffiths
Senior Statutory Auditor

25 March 2024

On behalf of Mitchell Charlesworth (Audit) Limited
Statutory Auditor

3rd Floor
5 Temple Square
Temple Street
Liverpool
Merseyside L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income from:					
Donations and legacies	2	-	-	-	11,609
Charitable activities	3	766,258	347,809	1,114,067	1,248,653
Total income		<u>766,258</u>	<u>347,809</u>	<u>1,114,067</u>	<u>1,260,262</u>
Expenditure on:					
Charitable activities	4	641,852	435,257	1,077,109	1,243,585
Total expenditure		<u>641,852</u>	<u>435,257</u>	<u>1,077,109</u>	<u>1,243,585</u>
Net income/(expenditure) for the year	9	124,406	(87,448)	36,958	16,677
Total funds brought forward		<u>292,296</u>	<u>87,448</u>	<u>379,744</u>	<u>363,067</u>
Total funds carried forward		<u>416,702</u>	<u>-</u>	<u>416,702</u>	<u>379,744</u>

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 22 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2023

Comparative information for the year ended 31 July 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income from:					
Donations and legacies	2	11,609	-	11,609	25,054
Charitable activities	3	835,712	412,941	1,248,653	1,683,054
Investments		-	-	-	9
Total income		847,321	412,941	1,260,262	1,708,117
Expenditure on:					
Charitable activities	4	773,642	469,943	1,243,585	2,284,648
Total expenditure		773,642	469,943	1,243,585	2,284,648
Net income/(expenditure) for the year	9	73,679	(57,002)	16,677	(576,531)
Total funds brought forward		218,617	144,450	363,067	939,598
Total funds carried forward		292,296	87,448	379,744	363,067

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

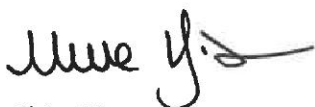
The notes on pages 22 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Balance Sheet 31 July 2023

	Notes	£	2023 £	£	2022 £
Fixed assets					
Tangible assets	11		170,105		188,389
Current assets					
Debtors	12	523,980		404,214	
Cash at bank		25		25	
		524,005		404,239	
Creditors: Amounts falling due within one year	13	(226,075)		(212,884)	
Net current assets			297,930		191,355
Total assets less current liabilities			468,035		379,744
Creditors: Amounts falling due after more than one year	14		(51,333)		-
Net current assets			416,702		379,744
The funds of the Charity					
Unrestricted	16		416,702		292,296
Restricted	17		-		87,448
Total funds	18		416,702		379,744

These financial statements were approved by the trustees and authorised for issue on 25 March 2024 and are signed on their behalf by:



Claire Dixon

Company Registration Number: 01712569

The notes on pages 22 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Cash Flows For the year ended 31 July 2023

	Note	2023		2022	
		£	£	£	£
Cash flow from operating activities	19		(45,732)		(39,599)
Cashflow from investing activities					
Payments to acquire tangible fixed assets		(6,724)		-	
Net cash flow from investing activities			(6,724)		(39,599)
Cash flow from financing activities					
New borrowings		77,000		-	
Net cash flow from financing activities			77,000		-
Net (decrease)/increase in cash and cash equivalents			24,544		(39,599)
Cash and cash equivalents at 1 August 2022			(50,771)		(11,172)
Cash and cash equivalents as at 31 July 2023			(26,227)		(50,771)
Cash and cash equivalent consists of:					
Cash at bank			25		25
Bank overdraft			(26,252)		(50,796)
			(26,227)		(50,771)

The notes on pages 22 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2023

1. Summary of accounting policies

(a) General information and basis of preparation

Women's Technology Training Limited is a company limited by guarantee and a registered charity incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 2 of these financial statements. The nature of the charity's operations and principal activities are set out in the Trustees' Report on page 3.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and 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 charity 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.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to special performance conditions and is recognised as earned as the related services are provided. Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainty of receipt and the amounts can be measured with sufficient reliability.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2023

1. Summary of accounting policies [Continued]

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities includes costs associated with the charity including support costs as appropriate.
- Other expenditure represents those items not falling into the category above.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at the charity's registered office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

The analysis of these costs is included in note 5.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Capital expenditure on equipment is written off in the period in which it is incurred if purchased from grant income. Individual assets are capitalised on the balance sheet where their cost exceeds £100.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computers	10 - 33% per annum
Fixtures & fittings	10 - 20% per annum
Equipment	20% per annum
Leasehold improvements	1 -10% per annum

(g) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2023

1. Summary of accounting policies [Continued]

(h) 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.

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 receipts 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.

(i) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(j) Operating leases

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

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2023

1. Summary of accounting policies [Continued]

(k) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(l) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and before it meets the definition of a charitable company for UK corporation tax purposes.

(m) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. Income from donations and legacies	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Donations	-	-	-	5,000
Grants receivable	-	-	-	6,609
	-	-	-	11,609

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements (Continued) Year ended 31 July 2023

3. Income from charitable activities	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Liverpool City Region Combined Authority - AEB	574,831	-	574,831	505,079
Liverpool City Region Combined Authority - Pilot Project	98,500	-	98,500	161,235
Liverpool City Region Combined Authority - L3 Lifetime Skills	-	57,295	57,295	7,269
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	90,453	90,453	85,216
LCRCA - AEB	-	-	-	2,689
ESFA - Advanced Learner Loan	15,820	-	15,820	39,052
ESFA - Learning Loan Bursary	300	-	300	6,300
ESFA - 16-19 Programme Funding	62,559	-	62,559	47,132
ESFA - AEB Further Education 19+ funding	2,009	-	2,009	(4,076)
ESFA - 16-19 bursary	-	9,542	9,542	786
ESFA Learning support funding	-	-	-	(460)
SSE North West Sub Grant Year 3 clawback	-	-	-	(19,734)
SEE North West Sub Grant Year 9	-	-	-	6,103
SEE North West Sub Grant Year 10	-	12,006	12,006	47,759
SSE various	-	-	-	2,000
SSE Co-op Foundation	-	-	-	12,308
SSE Wigan Place based programme	-	(11,925)	(11,925)	28,583
SSE North West Sub Grant Power to Change	-	-	-	26,471
SSE Allen & Overy Foundation	-	4,167	4,167	-
Peer to Peer funding	-	-	-	10,500
Power to Change Yr 1 2022	-	31,922	31,922	6,663
The National Lottery Community Fund	-	122,280	122,280	-
The National Lottery Community Fund - Coronavirus Community Support Fund	-	-	-	48,706
Steve Morgan Foundation	-	20,621	20,621	123,727
Smallwood Trust	3,024	-	3,024	4,174
Kickstarter - The Learning Foundry	-	5,344	5,344	27,011
Wellness Project Fund	-	1,145	1,145	-
Northern Impact Fund	-	4,959	4,959	-
Our Bright Futures - Bee You Revenue	-	-	-	44,027
Our Bright Futures - Bee You Capital	-	-	-	8,926
FE Course fees	9,215	-	9,215	7,070
Hope University PGDE in FE	-	-	-	810
Other income	-	-	-	13,327
	<u>766,258</u>	<u>347,809</u>	<u>1,114,067</u>	<u>1,248,653</u>

£412,941 of the above income in 2022 was attributable to restricted funds and £835,712 of the above income in 2022 was attributable to unrestricted funds.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2023

4. Analysis of expenditure on charitable activities	Activities undertaken directly £	Support costs £	Total 2023 £	Total 2022 £
College	583,186	493,923	1,077,109	1,243,585

£435,257 (2022 £469,943) of the above costs were attributable to restricted funds and £641,852 (2022 £773,642) of the above costs were attributable to unrestricted funds.

5. Allocation of support costs	2023 £	2022 £
Management salaries	296,421	318,381
Premises costs	91,246	765
Office costs	43,137	10,169
Depreciation and impairment	25,008	24,045
Professional	38,064	38,126
Other	(10,410)	4,766
Governance (see note 6)	10,457	9,448
	493,923	405,700

6. Governance costs	Unrestricted £	Restricted £	2023 £	2022 £
Audit and accountancy fees	10,457	-	10,457	9,448

7. Staff costs and numbers	2023 £	2022 £
The aggregate payroll costs were:		
Wages and salaries	646,209	665,304
Social security costs	55,455	65,766
Other pension costs	16,752	20,196
	718,416	751,266
Staff recharges	10,653	67,606
Subcontracted staff	38,847	55,296
Total	767,916	874,168

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2023

7. Staff costs and numbers [Continued]	2023	2022
	No	No
The average number of staff employed by the Charity during the year amounted to:		
Number of administrative staff	17	21
Number of part-time tutors	14	12
Number of tutors	1	8
	<u>32</u>	<u>41</u>
The number of employees, included in the above, whose emoluments, excluding pension contributions, fell within the following ranges, were:	2023	2022
	No	No
£70,001 - £80,000	-	1
	<u>-</u>	<u>1</u>

8. Trustees' and key management personnel remuneration and expenses

No remuneration was paid to the trustees during the year for their services as trustees (2022 £Nil) nor were any expenses reimbursed (2022 £Nil).

The total amount of employee remuneration received by key management personnel is £116,880 (2022 £184,788).

The charity considers its key management personnel to comprise the Chief Executive, Head of Education and the Director of Business Development and Communications. Women's Technology Training Limited has a shared resource in the CEO role with its sister company, Blackburne House. Blackburne House recharge a portion of the costs associated with the CEO to Women's Technology Training Limited each year, in connection with this resource.

9. Net income for the year	2023	2022
	£	£
This is stated after charging:		
Staff pension contributions	16,752	20,196
Depreciation and impairment	25,008	24,045
Auditors' remuneration:		
- as auditors	10,457	9,448
	<u>42,217</u>	<u>53,689</u>

10. Taxation

The company is exempt from corporation tax on its charitable activities.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2023

11. Tangible fixed assets	Equipment £	Computer Equipment £	Fixtures & Fittings £	Total £
Cost				
At 1 August 2022	5,740	150,673	129,022	285,435
Additions	-	6,724	-	6,724
At 31 July 2023	5,740	157,397	129,022	292,159
Depreciation and impairment				
At 1 August 2022	5,740	53,652	37,654	97,046
Charge for the year	-	16,604	8,404	25,008
At 31 July 2023	5,740	70,256	46,058	122,054
Net book value				
At 31 July 2023	-	87,141	82,964	170,105
At 31 July 2022	-	97,021	91,368	188,389

12. Debtors	2023 £	2022 £
Grants receivable	94,810	75,878
Trade debtors	13,014	17,357
Other debtors	385,820	294,788
Prepayments	30,336	16,191
	<u>523,980</u>	<u>404,214</u>

Other debtors includes a loan to Blackburne House of £384,431 (2022 £nil) which is to be repaid after more than one year.

13. Creditors: Amounts falling due within one year	2023 £	2022 £
Bank overdraft	26,252	50,796
Northern Impact Fund 2 loan	25,667	-
Trade creditors	51,697	45,207
Other creditors	1,480	5,291
Social security and other taxes	15,468	48,550
Deferred income	96,951	47,053
Accruals	8,560	15,987
	<u>226,075</u>	<u>212,884</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2023

14. Creditors: Amounts falling due more than one year	2023	2022
	£	£
Northern Impact Fund 2 loan	51,333	-
	<u>51,333</u>	<u>-</u>

On the 31 July 2023 a Northern Impact Fund 2 loan of £77,000 was received which is repayable in monthly instalments over 3 years at a rate of interest of 12.54%. In tandem with the loan, a Northern Impact Fund 2 grant of £23,000 was received, £18,041 of which has been deferred to future periods in accordance with the grant terms.

Loans and overdrafts

Creditors include loans which are due to be repaid as follows:	2023	2022
	£	£
Amounts payable:		
In one year or less or on demand	25,667	-
In more than one year but no more than two years	51,333	-
	<u>77,000</u>	<u>-</u>

15. Commitments under operating leases	Assets other than land and buildings	
	2023	2022
	£	£
At 31 July 2023 the charity had future total commitments under non-cancellable operating leases as follows:		
Within one year	13,706	13,307
Between two and five years	14,117	27,823
	<u>27,823</u>	<u>41,130</u>

16. Unrestricted funds	As at			As at
	1 August			31 July
	2022	Income	Expenditure	2023
	£	£	£	£
General fund	292,296	766,258	(641,852)	416,702
	<u>292,296</u>	<u>766,258</u>	<u>(641,852)</u>	<u>416,702</u>

Comparative information in respect of the preceding period is as follows:

	As at			As at
	1 August			31 July
	2021	Income	Expenditure	2022
	£	£	£	£
General fund	218,617	847,321	(773,642)	292,296
	<u>218,617</u>	<u>847,321</u>	<u>(773,642)</u>	<u>292,296</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2023

17. Restricted funds	As At 1 August 2022 £	Income £	Expenditure £	As at 31 July 2023 £
SSE North West Sub Grant - year 10	-	12,006	(12,006)	-
SSE North West Sub Grant Power to Change	-	31,922	(31,922)	-
SSE Wigan Place based programme	-	(11,925)	11,925	-
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	57,295	(57,295)	-
LCRCA Lifetime Skills	-	90,453	(90,453)	-
ESFA 16-19 Bursary	-	9,542	(9,542)	-
Steve Morgan Foundation	-	20,621	(20,621)	--
National Lottery Community Fund	-	122,280	(122,280)	-
Northern Impact	-	4,959	(4,959)	-
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	87,448	-	(87,448)	-
Kickstarter - The Learning Foundry	-	5,344	(5,344)	-
Allen & Overy	-	4,167	(4,167)	-
Wellness Project funding	-	1,145	(1,145)	-
	<u>87,448</u>	<u>347,809</u>	<u>(435,257)</u>	<u>-</u>

Comparative information in respect of the preceding period is as follows:

	As At 1 August 2021 £	Income £	Expenditure £	As at 31 July 2022 £
SSE North West Sub Grant - year 9	-	6,103	(6,103)	-
SSE North West Sub Grant - year 10	-	47,759	(47,759)	-
SSE Wigan Based Programme	-	28,583	(28,583)	-
SSE North West Sub Grant Power to Change	-	26,471	(26,471)	-
Peer to Peer funding	-	10,500	(10,500)	-
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	85,216	(85,216)	-
LCRCA Lifetime Skills	-	7,269	(7,269)	-
ESFA 16-19 Bursary	-	786	(786)	-
Steve Morgan Foundation	-	123,727	(123,727)	-
National Lottery Community Fund	-	48,706	(48,706)	-
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	144,450	-	(57,002)	87,448
Kickstarter - The Learning Foundry	-	27,011	(27,011)	-
Hope University PGDE in FE	-	810	(810)	-
	<u>144,450</u>	<u>412,941</u>	<u>(469,943)</u>	<u>87,448</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2023

18. Analysis of net assets between funds

	Tangible Fixed Assets £	Net Current Assets £	Creditors due after one year £	Total £
Unrestricted funds	170,105	297,930	(51,333)	416,702

Comparative information in respect of the preceding period is as follows:

	Tangible Fixed Assets £	Net Current Assets £	Creditors due after one year £	Total £
Unrestricted funds	188,389	103,907	-	292,296
Restricted funds	-	87,448	-	87,448
	188,389	191,355	-	379,744

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

	2023 £	2022 £
Net income for the year/(expenditure)	36,958	16,677
Depreciation and impairment of tangible fixed assets	25,008	24,045
(Increase)/ decrease in debtors	(119,766)	102,671
Increase / (decrease) in creditors	12,068	(182,992)
Net cash flow from operating activities	(45,732)	(39,599)

20. Related party transactions

Women's Technology Training Limited is related to Blackburne House by virtue of common directors and influence. Both these charities operate from the same Registered Office. During the year Blackburne House charged Women's Technology Training Limited rent and services of £142,372 (2022 £8,437), £Nil (2022 £14,655) for childcare and other administration, project and secondment costs totalling £372,942 (2022 £66,999). During the year Women's Technology Training charged Blackburne House £34,656 (2022 £85,806) for administration costs and were refunded £5,916 (2022 £Nil) in relation to overstated childcare costs.

All charges include VAT where applicable.

At the year-end Women's Technology Training was owed £384,431 by Blackburne House (2022 £294,788).

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2023

21. Pension scheme contributions

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions paid by the charity to the defined contribution scheme which amounted to £16,752 (2022 £20,196).

22. Deferred income	Under 1 year £	2023 £	2022 £
At 1 August 2022	47,053	47,053	136,868
Additions	96,951	96,951	71,557
Amounts released to income	(47,053)	(47,053)	(161,372)
At 31 July 2023	96,951	96,951	47,053

Income has been deferred where it is received in advance of the period to which it relates or where performance of the activities to which it relates has not yet been undertaken.

23. Accrued funding commitments	Under 1 year £	2023 £	2022 £
At 1 August 2022	75,878	75,878	100,939
Additions	94,810	94,810	42,610
Amounts paid during the year	(75,878)	(75,878)	(67,671)
At 31 July 2023	94,810	94,810	75,878

Accrued funding commitments attributed to restricted funds is £Nil (2022 £11,925) and £89,685 (2022 £63,953) was attributed to unrestricted funds.

24. Company limited by guarantee

The company is limited by guarantee and has no share capital.

On the winding up of the company each member will contribute £1.

25. Capital commitments

There were no capital commitments as at 31 July 2023 (2022 £Nil).

26. Analysis of changes in net debt

The charity had no debt during the year.

WOMEN'S TECHNOLOGY TRAINING LIMITED

England & Wales - Charity number 514972

Accounts

WOMEN'S TECHNOLOGY TRAINING LIMITED
(Company Limited by Guarantee)

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended
31 July 2022

Company Registration Number 01712569
Charity Number 514972

WOMEN'S TECHNOLOGY TRAINING LIMITED

Financial Statements Year ended 31 July 2022

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Members of the Board and Professional Advisors Year ended 31 July 2022

Registered Charity name	Women's Technology Training Limited
Company number	01712569
Charity number	514972
The Board of Trustees	Liz Cross (Chair) Sally-Anne Watkiss Annette Hennessy Kate Fox (Resigned 29/09/2022) Claire Dixon Emma Carey (Resigned 01/01/2022) Nina Roberts Jayne Worthington Humaira Khan (Appointed 05/04/2022)
Company secretary	Helen Byrne (Resigned 31/05/2022) Jennifer Lawson (Appointed 01/06/2022)
Chief executive	Anne McColl (Resigned 31/12/2022) Andrea Rushton (Appointed 01/01/2023)
Registered office	Blackburne House Blackburne Place Off Hope Street Liverpool L8 7PE
Statutory Auditor	Mitchell Charlesworth (Audit) Limited Accountants Registered Auditor 5 Temple Square Temple Street Liverpool L2 5RH
Bankers	National Westminster Bank Plc 5 Oxford Street Liverpool L7 7HL
Solicitors	MSB Solicitors Ltd Silkhouse Court Tithebarn Street Liverpool L2 2LZ

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report Year ended 31 July 2022

The trustees, who are also directors for the purposes of the Companies Act, present their annual report and the audited accounts of the charity for the year ended 31 July 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) in preparing the annual report and accounts of the charity.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, the Charities Act 2011 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 United Kingdom and Republic of Ireland published in October 2019.

Trustees

The trustees who served the charity during the year were as follows:

Liz Cross (Chair)	Humaira Khan (appointed 05/04/22)
Kate Fox (resigned 29/09/22)	Claire Dixon
Sally-Anne Watkiss	Jayne Worthington
Emma Carey (resigned 01/01/22)	Nina Roberts
Annette Hennessy	

Trustees are appointed in accordance with the Memorandum and Articles of Association.

None of the trustees receive remuneration or other benefits for their work as trustees of the charity. Any connection between a trustee or senior manager of the charity with a company must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party.

Objectives of the Charity

The charity's objects and its principal activity continue to be that of providing training for women in areas where they are traditionally under-represented. It seeks to transform women's lives and encourage their independence through the provision of education, training and opportunities of every kind in an environment of equality and inspiration.

Public Benefit

When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit and in particular the specific guidance on charities for the advancement of education.

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of race, ethnicity, sexual orientation, or disability.

It is a priority of the organisation that access to our services is not restricted to those who can afford our fees. Our concessionary fee policy contributes to the widening of access to the courses we offer and the facilities we provide. Our means-tested concessions for course fees assist approximately 60% of our student population. The Discretionary Learner Support Fund provided by the Education and Skills Funding Agency for students on our Further Education courses enables us to assist students to meet the costs of childcare, travel, learner and learning support. All our charitable activities focus on education and learning for women and are undertaken to further our charitable purpose for the public benefit.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2022

Strategic Report

About Women's Technology Training Limited (Blackburne House Education)

Women's Technology Training Limited, more latterly known as Blackburne House Education (BHE) was established in 1983 with the aim of progressing women from disadvantaged backgrounds into employment within technical professions – an area in which, at the time, women were significantly under-represented.

The organisation grew quickly and considerably and, in 1991 we moved into new premises in Liverpool's famous Georgian Quarter. More than £4m was raised to breathe new life back into Blackburne House and the beautiful, Grade II-listed building then became our new home.

Today, Blackburne House Education and our School for Social Entrepreneurs is a vibrant and thriving organisation and one of the country's leading education centres. Over the years, through our sister organisation Blackburne House, we have established several successful social enterprises that support our educational aims and provide tangible examples of how new markets can be used to serve local communities.

Attracting thousands of visitors each year, our facilities now include a thriving bistro and cafe, wellness and counselling centre, conference and events facilities and a 36-place nursery. Blackburne House has received local, national, and international recognition for the work that we do in education and in June 2015 we were granted Freedom of the City in recognition for our services in Education for Women across Liverpool and the wider Merseyside area.

Our Vision and Values

Our vision is to educate and up skill women so that they can pursue professions in every sector and at every level, where women are still typically under-represented. We aspire to give confidence to the women we work with, so that they can go on to live independent lives, believe in their dreams and achieve their ambitions. We want to inspire our women to believe that anything is possible. We want to instill a culture of empathy and understanding, of inclusion and acceptance. We want to overcome prejudice, discrimination and adversity and create a positive and holistic environment where women can share, learn, and grow.

We have a core set of values that is ingrained into everything that we do. Those values are integral to our organisation, helping to define our long-term aims and objectives and influence the way we work.

Inspiration

We provide the highest possible quality of inspirational education and development - and our teaching and working methods and our services and environment reflect this relentless commitment.

Transformation

We believe in using creative working methods to develop new and innovative ways of fulfilling and exceeding our financial, social, and environmental aims -renewing and transforming our business and helping us to touch and transform the lives of everyone who works with Blackburne House.

Equality

Blackburne House is and has always been about holistic approaches to improving the lives of women - all women. We constantly build on the diversity and range of our services including support and education services for children and men, where these will contribute to improving the lives of women.

Independence

As well as helping our students and service users to develop their own independence, our charitable and commercial activities all operate to continuously improving business standards - to deliver the independence of Blackburne House.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2022

Activities, achievements and performance

From 2019/20 academic year the Government devolved the Adult Education Budget (AEB) in Liverpool City Region to the Combined Authority (LCRCA). We successfully tendered for the second term and gained a further five-year education contract via LCRCA in 2021 with commencement in 2022, with the potential value of £3.8m over the five years. We continue to develop and expand curriculum, training methods and our project portfolio in line with the needs of students, employers, government initiatives and local Industry growth agendas.

Our School for Social Entrepreneurs continues to be highly successful in delivering programs that attract and develop learners who want to pursue self-employment with a social impact. We invest in individuals from all backgrounds who have practical ideas for change. Our vision is of a fair and equal society where the potential of all people is fully realised.

Education

Blackburne House is a Voluntary and Community Independent Provider, supporting the learning aims of Liverpool City Region residents for almost 40 years. We stand out as an educational establishment that welcomes all people to develop and improve their quality of life and that of their families. During the educational period 2021/22 we had 551 learners and 1,610 enrolments, of which 525 were adult learners representing 1,154 course enrolments, into Blackburne House Education.

Of the 551 Learners

- 86.5% (476) of learners (2020 – 79%) are from high deprivation areas with an IMD in the most deprived 30% nationally; of the 476 adult learners from deprived post codes 382 (69.5%) are from postcodes ranked in IMD 1 which is the top 10% most deprived in England (2020-54%).
- 535 (97.1%) of the adult learners are women and 292 (53%) of these women (2020 - 51%) are from non-white ethnic groups (Black, Asian, Mixed, Other).
- 142 (25.8%) of our adult learners declared learning difficulties or disabilities (2020 - 24%).

Independence, transformation, inspiration and equality through education is the pulsating heartbeat of Blackburne House Education. This clear vision and mission is translated and embedded at every level and within every area of the organisation. Blackburne House Education has successfully delivered skills and education contracts for almost 40 years and has been privileged to witness the transformative effects of educational achievement within a highly supportive environment. Learning is a celebration; we acknowledge the journey our learners take, many from what is deemed a very low starting point. Our mission is: To provide education for women who are disadvantaged, to encourage and enable them to develop to their full potential through the provision of high-quality learning provision and facilities.

Blackburne House Education is situated in Toxteth, one of the most deprived areas of Liverpool, however, our delivery also spans across the broader City Region. We continue to effectively engage with deprived and BAME communities, providing support and removing barriers to education. We proudly promote Equality & Diversity with a very strong representation from the Black, Asian and minority ethnic (BAME) community.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2022

Education (continued)

A significant number of learners are refugees, asylum seekers, lone parents, long-term unemployed, carers or women who have not previously achieved any qualifications. Courses on offer are primarily for adults, mainly women, with a number of women aged 16 to 18 accessing programs. Our learners can choose to enroll on to a range of programs, which includes Interior Design, Teacher Training, Holistic Therapies, Healthcare, Business, Access to HE, ESOL, GCSE and Functional Skills. The curriculum is designed to align with the city region priorities and is responsive to the needs of local people and local businesses. Our mission is to provide tailored skills and learning to engage people and support them into meaningful employment and/or further education and skills.

We recognise in our ever-changing culture and environment the importance of resilience and confidence alongside qualification achievement; therefore, we have strengthened our delivery with substantial health and wellbeing programs enabling the transformation of lives. During this academic year, recognising mental health impacts on our learners, we worked with funders to grow this portfolio, targeted to support our learners and local women, specifically BAME women.

For the 2021/22 academic year we continued to implement a full-time delivery program, mapped against local needs.

Quality and performance

Board members and Senior Managers live the values of the organisation, providing a clear and consistent mission and vision. The Education & Quality committee annually agree and set key quality and performance targets for the academic year, which are scrutinised at committee and senior management meetings. The views of learners are used to identify areas for improvement or any areas where good practice can be shared, which supports improvements to teaching, learning and assessment and the environment.

Learners commend the niche-learning environment provided by Blackburne House, it is a place where they feel accepted, safe and inspired. Leaders and managers collaborate effectively with Liverpool City Region (LCRCA) colleagues to align curriculum, with skills priorities. Programs are responsive, designed to meet the needs of local people and employer priorities. We have clear progression routes in place, which have been realised from entry level through to higher level qualifications.

We are committed to safeguarding and promoting the welfare of our students and expect all of our staff, trustees and volunteers to share this commitment. Safeguarding of children, young people and vulnerable adults continue to be important to the organisation, and we take seriously our duty to comply with the Safeguarding Vulnerable Groups Act 2006, Education Act 2002 and Counterterrorism and Security Act 2015. The Board of Trustees and staff have undertaken training in this area and continually review our performance and responsibilities to keep all members of our community safe.

Our Board and the Education & Quality Committee closely monitor our policies and procedures and the organisation has an appointed Designated Safeguarding Officer who is supported by the safeguarding team and a delegated Board Member.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2022

Quality and performance (continued)

Our quality of education for 2021/22 reflects the difficulties experienced within the changing leadership of the education area and how hard women have been affected from Covid and its lasting effects. However, even with this, the achievement rate of 72.6% was a substantial increase from 53.8% in 2020/21 but remains below the national average benchmark of 86%. Increasing numbers of learners were completing their qualifications, showing significant improvement in most success rates following a downturn during Covid restrictions. Although as stated still slightly below national average, most subject areas have seen improvements in outcomes, particularly within Health and Social care and Prep for Work. In some areas, ICT, Arts and Media, Language and Literature and Business Admin, improvements were however less secure, and in some instances declined.

Additional senior leadership will now be in place by the start of the 22/23 academic year to further improve success rates for learners.

Education through enterprise

Blackburne House Education takes an enterprising approach to teaching and learning. Enterprise encourages people to learn and develop in a way that meets their needs and develops skills for learning, skills for life and skills for work. The world is changing rapidly, and people need to be prepared. They need to have the skills and attitudes to cope with an unpredictable future, to be able to deal with setbacks and disappointments in a positive way and to continue to learn for the rest of their lives. Whenever possible, we utilise the resources across Blackburne House to provide our learners with real life opportunities to enhance their development and support them to become more influential in their own lives and the lives of others.

Careers & Employability

Blackburne House Education has employability built into all its programs. Sessions include applying for work, CV writing, ask the professional, communication for career progression, interview skills, confidence building and work experience opportunities. Our Health and Wellbeing support helps to build confidence and resilience to equip our learners with the life skills needed to adapt, thrive, and cope with life crises.

School of Social Entrepreneurs (SSE)

SSE NW was launched in Liverpool in 2007 as part of the Blackburne House portfolio. We support the development and growth of social enterprises as a means by which to address some of society's most pressing issues. We empower people from all backgrounds to create positive social change. Our programs help individuals start, sustain, and scale social enterprises, charities and community projects. We help individuals build confidence and gain practical business skills.

This year we have continued to embed the hybrid delivery model which encompasses both online and face to face facilitation, supporting 70 individuals on the following:

- Lloyds Bank Social Entrepreneurs Start Up support program – Year 10
- Lloyds Bank Social Entrepreneurs Trade Up support program – Year 10
- Co-op Environmental Entrepreneurs Trade Up program – Year 2
- Power to Change Community Business Trade Up program – Year 5
- Peer Networks action learning based program in partnership with The Growth Platform.

SSE NW are in the process of recruiting for the Wigan Social Innovators in Health and Wellbeing program in partnership with Wigan Council and welcomed 11 new Community Business Leaders into the SSE Global Fellowship following their successful completion of the Power to Change Community Business Trade Up program.

As we move into 2022/23 SSE NW will continue to deliver against existing contracts and will pursue funding and partnerships to develop our placed based and thematic social enterprise support.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2022

Financial review

The trustees' financial responsibilities include the solvency of the organisation, safeguarding the assets of the organisation and approving the annual budget. In approving the annual budget, we aim to set financial objectives, which are quantifiable targets against which we can measure achievement. To assist us in achieving these objectives, monthly management accounts are produced and discussed at Executive Leadership meetings. A formal cycle of reporting of management accounts has been established and includes a schedule of meetings with the Finance Audit & Risk Committee (FARC) and the trustees. FARC continually review their reporting mechanisms to ensure financial planning is developed and enhances the opportunities of the organisation. FARC under powers delegated to it by the trustees, regulate and control the finances of the organisation.

In addition to our Adult Education contracts, we once again secured pilot programs through LCRCa to deliver pre-access level education to support learners engage at pre-entry level. This involved pre-access Pilots in ESOL, Innovation and Maths & English, targeted to improve pathways into education and outcomes. Throughout the year we continued to deliver against our 16-19 provision and were only slightly below the contract value with a small variance.

We continue to successfully deliver Mindfulness and Counselling sessions to our learners and women in the community. There is still evidence to support the high levels of declining mental health and wellbeing in women. Due to this continued decline in mental health and wellbeing of women, we successfully secured further funding and commissioning to continue delivery of counselling and wellness interventions as well as expanding into the delivery of support for long Covid and menopause programs.

Our plans for the future

Our Education contract concluded the third year of devolution through Liverpool City Region Combined Authority during 2021/22 and we tendered and were successful in gaining a further five years of AEB funds to begin in 22/23 academic year. We continue to work closely with the City Region to map out curriculum plans against local priority areas, regularly assessing delivery and flexing plans based on the changing external environment.

All aspects of the curriculum have been designed to incorporate wraparound skills, employability, wellbeing & personal development and progression with support elements. We continue to prioritise Equality & Diversity by providing our students with training across all programs.

In order to remove barriers to education and support the women in our community, we have strengthened our Wellbeing and Counselling services and have secured significant funding to scale up delivery into 2021/22. We are now able to provide the immediate support required and as a direct result of our interventions we are evidencing the following:

- Reduced waiting times to access counselling services.
- Reduced isolation and Increased confidence and a feeling of connection.
- Gained long term cope and recovery strategies.
- Improved wellbeing and a sense of hope about their future
- Higher progression to our education programs which increases life chances and financial independence.

In addition to the growth of our Wellbeing and Counselling Portfolio, we continue to be successful in partnering with The Smallwood Trust to become a Community Grant Partner. We operate as a grant giver to provide small cash grants to individual women to help them overcome personal and financial barriers, helping them to make changes in their lives. The impact of this on our women has been significant,

The financial projections for 2022/23 and 2023/24 have been prepared, they reflect our ability to adapt to the landscape in a strong and progressive manner in support of our learners and community.

Our future plans focus on strengthening our core offer of Education, allowing us to continue to deliver the vision of the organisation. We will continue to provide the vital community and learner services that build resilience and independence for women. We have shown resilience and flexibility to respond in a way that drives impact for the individual and for the local community and economy.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2022

Remuneration of key management personnel

The trustees consider the Chief Executive and the Senior Management Team to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

It is the charity's policy to pay staff at rates reflecting the local market and in line with similar organisations.

Reserves policy

The organisation's reserve policy has been reviewed in line with guidance from the Charity Commission. It is the policy of the organisation to maintain unrestricted funds, which are the free reserves of the organisation at a level that equates to three months liquidity requirements. The trustees have reviewed the value of reserves required and have set the desired value of the reserves at £150,000 (2021 £150,000) to reflect current level of overheads. This provides sufficient funds to cover management, administration, and support costs for the development of our principal activities to enable us to provide a high-quality service to our stakeholders.

The trustees acknowledge that the level of unrestricted free reserves of £191,355 (2021 £150,634) have reached the desired level. The trustees continue to monitor the situation and have reviewed and agreed the strategy and priorities for the organisation as we move forward.

Risk policy

The trustees are responsible for overseeing the risks faced by the organisation. Detailed considerations of risk are delegated to the Executive Leadership Team. Risks are identified, assessed and controls established throughout the year. All significant activities undertaken are subject to a risk review and reviewed by the Finance & Resources Committee. Systems have been established to mitigate the risks and the Executive Leadership Team regularly reviews the risks and takes any action identified.

Investment powers and restrictions

Under the Memorandum and Articles of Association, the charity has the power, to invest or deposit funds in any manner only after obtaining advice from a financial expert and having regard to the suitability of investments and the need for diversification. The trustees, having regard to the liquidity requirements of operating the charity and to the reserves policy, do not consider it necessary to invest in a portfolio of investments, but instead have operated a policy of keeping available funds in an interest-bearing deposit account and seek to achieve a rate of deposit interest which matches or exceeds inflation as measured by the retail price index. Invested funds are held on deposit in a high interest savings account for use as and when necessary.

Environmental policy

The Board of Trustees and Executive Leadership Team are committed to the objectives of sustainable development and to achieving environmental best practice through all business activities whenever practical to do so. We operate an active and practical leadership policy in respect of environment management as a business function. We recognise that a concerted approach must be adopted to prevent pollution, minimise waste and achieve continual improvements in environmental performance.

Women's Technology Training Limited is committed to a structured approach to the management of its activities, ensuring it complies with or exceeds applicable environmental legal requirements and all other relevant requirements and recognised best practices, which are related to our environmental aspects.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2022

Structure, governance and management

Governing document

Women's Technology Training Limited is a charitable company limited by guarantee (No. 01712569), incorporated in England on 6 April 1983 and registered as a charity (No. 514972) on 3 April 1984. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. On winding up of the company each member will contribute £1.

Organisation

The Board of Trustees administers the charity. The Board meets bi-monthly and there are sub-committees covering Education & Quality and Finance & Resources. Task Force Committees are temporary committees created to focus on particular areas from time to time, for example, in the wake of Black Lives Matters, we have an EDI Task Force to ensure the appropriate focus and governance oversight is created in this specific area. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations the Chief Executive has delegated authority, within terms of delegation approved by the trustees for operational matters including finance and to provide strategic directions for the organisation, ensuring that its policies, systems, products and services are continually focused on achieving the organisation's mission, vision and values. Business planning for all aspects of the service provision is carried out to ensure our operation is in line with our strategic intent. We champion the creation of a high performance, high empowerment culture to build sustainable advantage for the organisation. This ensures we remain competitive for funding and sponsorship and that we retain and expand our market position. Our aim is to ensure we maintain a positive reputation within the community, education and training sector and other market sectors within which we operate.

The Management Team

Day to day management of the charity is delegated to the senior managers. The current team is:

A McColl	-	Chief Executive
A Rushton	-	Executive Director of Operations
L Mairah	-	Director of Digital & Entrepreneur Centre
A McKenna	-	Director of Education (appointed 04/01/22)
H Byrne	-	Financial Controller (resigned 31/05/22)
J Lawson	-	Financial Controller (appointed 01/06/22)

Trustee appointment, induction and training

The Board adopts a strategic approach to trustee recruitment and when appropriate all vacancies are advertised within the community to attract trustees to serve on its board and also invite trustees to nominate prior to the AGM.

All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM. When considering co-opting trustees, the Board has regard to the requirements for any specialist skillset and competency needed that would enhance the organisation's ability to deliver on its strategic goals. Board members come from a variety of backgrounds and it is this variety that adds value to the organisation. However, we recognise that our expectations are high and the demands we place on the Board are considerable, therefore we feel that it is important to support all Board Members with the training and development they need to complement and supplement their current skills and competencies.

The induction programme aims to give the new member an understanding of the work of Blackburne House Education and to help recognise how they can make a significant contribution to the organisation during their term of office. New trustees undergo an orientation programme to brief them on their legal obligations under charity and company law, the contents of the Memorandum and Articles of Association, the committee and decision-making processes and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events and internal training and briefings where these will facilitate the undertaking of their role.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2022

Related Charities

Women's Technology Training Limited is related to Blackburne House by virtue of common directors, influence and shared resources.

Statement of trustees' responsibilities

The trustees (who are also directors of Women's Technology Training Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to: -

- Select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Trustees' statement of disclosure of information to the auditors

In so far as the trustees are aware:-

- there is no relevant audit information of which the charitable company's auditor is 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2022

Auditors

A resolution for the re-appointment of Mitchell Charlesworth (Audit) Limited will be proposed at the forthcoming Annual General Meeting.

Approval

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein in our capacity as company directors.

Registered office:
Blackburne House
Blackburne Place
Off Hope Street
Liverpool L8 7PE

SIGNED BY ORDER OF THE TRUSTEES



Jennifer Lawson
COMPANY SECRETARY

Approved by the trustees on 27/4/23 2023

Mitchell Charlesworth (Audit) Limited

Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of
Women's Technology Training Limited
for the year ended 31 July 2022

Opinion

We have audited the financial statements of Women's Technology Training Limited (the 'charitable company') for the year ended 31 July 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2022 and of its 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 Auditor's 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.

Mitchell Charlesworth (Audit) Limited

Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

**Independent Auditor's Report to the Members of
Women's Technology Training Limited
for the year ended 31 July 2022 [Continued]**

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

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 strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Mitchell Charlesworth (Audit) Limited

Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of
Women's Technology Training Limited
for the year ended 31 July 2022 [Continued]

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 11, 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.

Auditor's 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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and business performance;
- the charitable company's own assessment of the risks that irregularities may occur either as a result of fraud or error;
- the results of our enquiries of management and members of the Board of Trustees of their own identification of and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:

Mitchell Charlesworth (Audit) Limited

Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of
Women's Technology Training Limited
for the year ended 31 July 2022 [Continued]

Identifying and assessing potential risks related to irregularities (continued)

- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; and
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas:

(i) The presentation of the charity's Statement of Financial Activities, (ii) the charity's accounting policy for revenue recognition, and (iii) the overstatement of salary and other costs. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act and the Statement of Recommended Practice - 'Accounting and Reporting by Charities' issued by the joint SORP making body.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty. These included Safeguarding and Data Protection regulations.

Audit response to risks identified

As a result of performing the above, we identified the presentation of the charitable company's Statement of Financial Activities, revenue recognition and overstatement of wages and other costs as the key audit matters related to the potential risk of fraud. The key audit matters section of our report explains the matters in more detail and also describes the specific procedures we performed in response to those key audit matters.

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations described above as having a direct effect on the financial statements;
- enquiring of management and members of the Board of Trustees concerning actual and potential litigation and claims;

Mitchell Charlesworth (Audit) Limited

Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of
Women's Technology Training Limited
for the year ended 31 July 2022 [Continued]

Audit response to risks identified (continued)

- reading minutes of meetings of those charged with governance and reviewing correspondence with relevant authorities where matters identified were significant;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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.



Mr Philip Griffiths
Senior Statutory Auditor

27 April 2023

On behalf of Mitchell Charlesworth (Audit) Limited
Statutory Auditor

3rd Floor
5 Temple Square
Temple Street
Liverpool
Merseyside L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account)

Year ended 31 July 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income from:					
Donations and legacies	2	11,609	-	11,609	25,054
Charitable activities	3	835,712	412,941	1,248,653	1,683,054
Investments	4	-	-	-	9
Total income		847,321	412,941	1,260,262	1,708,117
Expenditure on:					
Charitable activities	5	773,642	469,943	1,243,585	2,284,648
Total expenditure		773,642	469,943	1,243,585	2,284,648
Net income/(expenditure) for the year	10	73,679	(57,002)	16,677	(576,531)
Total funds brought forward		218,617	144,450	363,067	939,598
Total funds carried forward		292,296	87,448	379,744	363,067

The charity has no recognised gains or losses other than the results for the year as set out above

All of the activities of the charity are classed as continuing

The notes on pages 22 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2022

Comparative information for the year ended 31 July 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income from:					
Donations and legacies	2	25,054	-	25,054	30,850
Charitable activities	3	1,022,089	660,965	1,683,054	1,797,029
Investments	4	9	-	9	-
Total income		1,047,152	660,965	1,708,117	1,827,879
Expenditure on:					
Charitable activities	5	967,740	1,316,908	2,284,648	1,547,120
Total expenditure		967,740	1,316,908	2,284,648	1,547,120
Net income/(expenditure) for the year	10	79,412	(655,943)	(576,531)	280,759
Total funds brought forward		139,205	800,393	939,598	658,839
Total funds carried forward		218,617	144,450	363,067	939,598

The charity has no recognised gains or losses other than the results for the year as set out above

All of the activities of the charity are classed as continuing

The notes on pages 22 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Balance Sheet 31 July 2022

		2022		2021	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	12		188,389		212,433
Current assets					
Debtors	13	404,214		506,885	
Cash at bank		<u>25</u>		<u>25</u>	
		404,239		506,910	
Creditors: Amounts falling due within one year	14	<u>(212,884)</u>		<u>(356,276)</u>	
Net current assets			<u>191,355</u>		<u>150,634</u>
Total assets less current liabilities			<u>379,744</u>		<u>363,067</u>
The funds of the Charity					
Unrestricted	16		292,296		218,617
Restricted	17		<u>87,448</u>		<u>144,450</u>
Total funds	18		<u>379,744</u>		<u>363,067</u>

These financial statements were approved by the trustees and authorised for issue on 23/4/ 2023 and are signed on their behalf by:


Sally-Anne Watkiss

Company Registration Number: 01712569

The notes on pages 22 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Cash Flows For the year ended 31 July 2022

	Note	2022		2021	
		£	£	£	£
Cash flow from operating activities	19		(39,599)		(14,084)
Cashflow from investing activities					
Payments to acquire tangible fixed assets		-	(119,044)		
Capital grants received		-	107,164		
		<u> </u>	<u>(39,599)</u>	<u> </u>	<u>(11,880)</u>
Net (decrease)/increase in cash and cash equivalents			(39,599)		(25,964)
Cash and cash equivalents at 1 August 2021			<u>(11,172)</u>		<u>14,792</u>
Cash and cash equivalents as at 31 July 2022			<u>(50,771)</u>		<u>(11,172)</u>
			<u> </u>		<u> </u>
Cash and cash equivalent consists of:					
Cash at bank			25		25
Bank overdraft			<u>(50,796)</u>		<u>(11,197)</u>
			<u>(50,771)</u>		<u>(11,172)</u>
			<u> </u>		<u> </u>

The notes on pages 22 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2022

1. Summary of accounting policies

(a) General information and basis of preparation

Women's Technology Training Limited is a company limited by guarantee and a registered charity incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are set out in the Trustees' Report on page 2.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity 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 charity for particular purposes. The cost 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.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to special performance conditions and is recognised as earned as the related services are provided. Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainty of receipt and the amounts can be measured with sufficient reliability.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2022

1. Summary of accounting policies (continued)

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities includes costs associated with the charity including support costs as appropriate.
- Other expenditure represents those items not falling into the category above.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at the charity's registered office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

The analysis of these costs is included in note 6.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Capital expenditure on equipment is written off in the period in which it is incurred if purchased from grant income. Individual assets are capitalised on the balance sheet where their cost exceeds £100.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computers	10 - 33% per annum
Fixtures & fittings	10 - 20% per annum
Equipment	20% per annum
Leasehold improvements	1 -10% per annum

(g) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2022

1. Summary of accounting policies (continued)

(h) 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.

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 receipts 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.

(i) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(j) Operating leases

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

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2022

1. Summary of accounting policies (continued)

(k) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(l) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and before it meets the definition of a charitable company for UK corporation tax purposes.

(m) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. Income from donations and legacies	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Donations	5,000	-	5,000	2,241
Grants receivable	6,609	-	6,609	22,813
	<u>11,609</u>	<u>-</u>	<u>11,609</u>	<u>25,054</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2022

3. Income from charitable activities	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Liverpool City Region Combined Authority - AEB	505,079	-	505,079	504,086
Liverpool City Region Combined Authority - Pilot Project	161,235	-	161,235	88,949
Liverpool City Region Combined Authority - L3 Lifetime Skills	-	7,269	7,269	-
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	85,216	85,216	23,667
Liverpool City Region Combined Authority - CSF Wellbeing	-	-	-	3,000
LCRCA - AEB	2,689	-	2,689	-
ESFA - Advanced Learner Loan	39,052	-	39,052	53,938
ESFA - Learning Loan Bursary	6,300	-	6,300	150
ESFA - 16-19 Programme Funding	47,132	-	47,132	107,328
ESFA - AEB Further Education 19+ funding	(4,076)	-	(4,076)	625
ESFA - 16-19 bursary	-	786	786	1,414
ESFA Learning support funding	(460)	-	(460)	-
SSE North West Sub Grant Year 3 clawback	(19,734)	-	(19,734)	-
SSE North West Sub Grant Year 8	-	-	-	7,030
SEE North West Sub Grant Year 9	-	6,103	6,103	23,413
SEE North West Sub Grant Year 10	-	47,759	47,759	14,941
SSE various	2,000	-	2,000	2,000
SSE Co-op Foundation	12,308	-	12,308	18,431
SSE Wigan Place based programme	-	28,583	28,583	-
SSE North West Sub Grant Power to Change	-	26,471	26,471	69,334
Peer to Peer funding	-	10,500	10,500	-
Power to Change Yr 1 2022	6,663	-	6,663	-
Merseyside Police & Crime Commissioner & Community Foundations	-	-	-	17,620
The National Lottery Community Fund - Coronavirus Community Support Fund	-	48,706	48,706	65,963
Steve Morgan Foundation	-	123,727	123,727	226,833
Steve Morgan Foundation - emergency covid	-	-	-	10,000
Smallwood Trust	4,174	-	4,174	7,500
Barclays 100 x 100 fund	-	-	-	100,000
Kickstarter - The Learning Foundry	-	27,011	27,011	-
Our Bright Futures - Bee You Revenue	44,027	-	44,027	160,570
Our Bright Futures - Bee You Capital	8,926	-	8,926	10,119
FE Course fees	7,070	-	7,070	8,277
Hope University PGDE in FE	-	810	810	-
Other income	13,327	-	13,327	50,702
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	-	-	-	107,164
	<u>835,712</u>	<u>412,941</u>	<u>1,248,653</u>	<u>1,683,054</u>

£660,965 of the above income in 2021 was attributable to restricted funds and £1,022,089 of the above income in 2021 was attributable to unrestricted funds.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2022

4. Income from investments	Unrestricted Funds	Restricted Funds	Total 2022	Total 2021
	£	£	£	£
Interest - deposits	-	-	-	9
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
5. Analysis of expenditure on charitable activities	Activities undertaken directly	Support costs	Total 2022	Total 2021
	£	£	£	£
College	837,885	405,700	1,243,585	2,284,648
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
<p>£469,943 (2021 £1,316,908) of the above costs were attributable to restricted funds and £773,642 (2021 £967,740) of the above costs were attributable to unrestricted funds.</p>				
6. Allocation of support costs			2022	2021
			£	£
Management salaries			318,381	264,408
Premises costs			765	10,227
Office costs			10,169	27,760
Depreciation and impairment			24,045	709,892
Professional			38,126	76,480
Other			4,766	3,468
Governance (see note 7)			9,448	3,538
			<u> </u>	<u> </u>
			405,700	1,095,773
			<u> </u>	<u> </u>
7. Governance costs	Unrestricted	Restricted	2022	2021
	£	£	£	£
Audit and accountancy fees	9,448	-	9,448	3,538
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
8. Staff costs and numbers			2022	2021
			£	£
The aggregate payroll costs were:				
Wages and salaries			665,304	915,182
Social security costs			65,766	74,559
Other pension costs			20,196	22,175
			<u> </u>	<u> </u>
			751,266	1,011,916
Staff recharges			67,606	29,174
Subcontracted staff			55,296	164,243
			<u> </u>	<u> </u>
Total			874,168	1,205,333
			<u> </u>	<u> </u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2022

8. Staff costs and numbers (continued)	2022	2021
	No	No
The average number of staff employed by the Charity during the year amounted to:		
Number of technical staff	-	1
Number of administrative staff	21	18
Number of part-time tutors	12	13
Number of tutors	8	9
	<u>41</u>	<u>41</u>
	<u>41</u>	<u>41</u>
The number of employees, included in the above, whose emoluments, excluding pension contributions, fell within the following ranges, were:	2022	2021
	No	No
£60,001 - £70,000	-	1
£70,001 - £80,000	1	1
	<u>1</u>	<u>1</u>
	<u>1</u>	<u>1</u>

9. Trustees' and key management personnel remuneration and expenses

No remuneration was paid to the trustees during the year for their services as trustees (2021 £Nil) nor were any expenses reimbursed (2021 £Nil).

The total amount of employee remuneration received by key management personnel is £184,788 (2021 £227,229).

The charity considers its key management personnel to comprise the Chief Executive, Director of Education, Director of Digital and Entrepreneurship and the Financial Controller.

10. Net income for the year	2022	2021
	£	£
This is stated after charging:		
Staff pension contributions	20,196	22,175
Depreciation and impairment	24,045	709,892
Auditors' remuneration:		
- as auditors	9,448	3,538
	<u>9,448</u>	<u>3,538</u>
	<u>9,448</u>	<u>3,538</u>

11. Taxation

The company is exempt from corporation tax on its charitable activities.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2022

12. Tangible fixed assets	Leasehold Improvements £	Equipment £	Computer Equipment £	Fixtures & Fittings £	Total £
Cost					
At 1 August 2021	642,802	5,740	194,509	139,022	982,073
Disposals	(642,802)	-	(43,836)	(10,000)	(696,638)
At 31 July 2022	-	5,740	150,673	129,022	285,435
Depreciation and impairment					
At 1 August 2021	642,802	5,740	83,719	37,378	769,639
Charge for the year	-	-	13,769	10,276	24,045
Elimination on disposal	(642,802)	-	(43,836)	(10,000)	(696,638)
At 31 July 2022	-	5,740	53,652	37,654	97,046
Net book value					
At 31 July 2022	-	-	97,021	91,368	188,389
At 31 July 2021	-	-	110,790	101,644	212,434

13. Debtors	2022 £	2021 £
Grants receivable	75,878	100,939
Trade debtors	17,357	48,628
Other debtors	294,788	312,215
Prepayments	16,191	45,103
	<u>404,214</u>	<u>506,885</u>

Other debtors includes a loan to Blackburne House of £58,710 (2021 £58,710) which is to be repaid as agreed by the trustees.

14. Creditors: Amounts falling due within one year	2022 £	2021 £
Bank overdraft	50,796	11,197
Trade creditors	45,207	51,406
Other creditors	5,291	74,364
Social security and other taxes	48,550	73,169
Deferred income	47,053	136,868
Accruals	15,987	9,272
	<u>212,884</u>	<u>356,276</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2022

15. Commitments under operating leases	Assets other than land and buildings	
	2022	2021
	£	£
At 31 July 2022 the charity had future total commitments under non-cancellable operating leases as follows:		
Within one year	13,307	12,919
Between two and five years	27,823	41,130
	<u>41,130</u>	<u>54,049</u>

16. Unrestricted funds	As at			As at
	1 August	Income	Expenditure	31 July
	2021	2022	2022	2022
	£	£	£	£
General fund	218,617	847,321	(773,642)	292,296
	<u>218,617</u>	<u>847,321</u>	<u>(773,642)</u>	<u>292,296</u>

Comparative information in respect of the preceding period is as follows:

	As at			As at
	1 August	Income	Expenditure	31 July
	2020	2021	2021	2021
	£	£	£	£
General fund	139,205	1,047,152	(967,740)	218,617
	<u>139,205</u>	<u>1,047,152</u>	<u>(967,740)</u>	<u>218,617</u>

17. Restricted funds	As At			As at
	1 August	Income	Expenditure	31 July
	2021	2022	2022	2022
	£	£	£	£
SSE North West Sub Grant - year 9	-	6,103	(6,103)	-
SSE North West Sub Grant - year 10	-	47,759	(47,759)	-
SSE Wigan Based Programme	-	28,583	(28,583)	-
SSE North West Sub Grant Power to Change	-	26,471	(26,471)	-
Peer to Peer funding	-	10,500	(10,500)	-
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	85,216	(85,216)	-
LCRCA Lifetime Skills	-	7,269	(7,269)	-
ESFA 16-19 Bursary	-	786	(786)	-
Steve Morgan Foundation	-	123,727	(123,727)	-
National Lottery Community Fund	-	48,706	(48,706)	-
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	144,450	-	(57,002)	87,448
Kickstarter - The Learning Foundry	-	27,011	(27,011)	-
Hope University PGDE in FE	-	810	(810)	-
	<u>144,450</u>	<u>412,941</u>	<u>(469,943)</u>	<u>87,448</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2022

17. Restricted funds (continued)

Comparative information in respect of the preceding period is as follows:

	As At 1 August 2020 £	Income £	Expenditure £	As at 31 July 2021 £
SSE North West Sub Grant - year 8	-	7,030	(7,030)	-
SSE North West Sub Grant - year 9	-	23,413	(23,413)	-
SSE North West Sub Grant - year 10	-	14,941	(14,941)	-
SSE various	-	2,000	(2,000)	-
SSE North West Sub Grant Power to Change	-	69,334	(69,334)	-
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	23,667	(23,667)	-
PCC Wellness funding	-	17,620	(17,620)	-
Barclays 100 x 100 fund	-	100,000	(100,000)	-
Liverpool City Region Combined Authority - CSF Wellbeing	-	3,000	(3,000)	-
Steve Morgan Foundation	-	226,833	(226,833)	-
National Lottery Community Fund	-	65,963	(65,963)	-
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	157,591	107,164	(120,305)	144,450
Liverpool City Council - Falkner Street	642,802	-	(642,802)	-
	<u>800,393</u>	<u>660,965</u>	<u>(1,316,908)</u>	<u>144,450</u>

18. Analysis of net assets between funds

	Tangible Fixed Assets £	Net Current Assets £	Total £
Unrestricted funds	188,389	103,907	292,296
Restricted funds	-	87,448	87,448
	<u>188,389</u>	<u>191,355</u>	<u>379,744</u>

Comparative information in respect of the preceding period is as follows:

	Tangible Fixed Assets £	Net Current Assets £	Total £
Unrestricted funds	67,983	150,634	218,617
Restricted funds	144,450	-	144,450
	<u>212,433</u>	<u>150,634</u>	<u>363,067</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2022

19. Reconciliation of net income/(expenditure) to net cash flow from operating activities	2022 £	2021 £
Net income for the year/(expenditure)	16,677	(576,530)
Capital grant	-	(107,164)
Depreciation and impairment of tangible fixed assets	24,045	709,892
(Increase)/ decrease in debtors	102,671	(27,875)
Increase / (decrease) in creditors	(182,992)	(12,407)
Net cash flow from operating activities	(39,599)	(14,084)

20. Related party transactions

Women's Technology Training Limited is related to Blackburne House by virtue of common directors and influence. Both these charities operate from the same Registered Office. During the year Blackburne House charged Women's Technology Training Limited rent and services of £8,437 (2021 £18,157), childcare of £14,655 (2021 £34,040) and other administration, project and secondment costs totalling £66,999 (2021 £132,084). During the year Women's Technology Training charged Blackburne House £85,806 (2021 £988) for administration costs.

All charges include VAT where applicable.

At the year-end Women's Technology Training was owed £236,078 by Blackburne House (2021 £253,504).

Also included in debtors is a loan to Blackburne House of £58,710 (2021 £58,710) which is due to be repaid as agreed by the trustees.

21. Pension scheme contributions

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions paid by the charity to the defined contribution scheme which amounted to £20,196 (2021 £22,175).

22. Deferred income	Under 1 year £	2022 £	2021 £
At 1 August 2021	136,868	136,868	127,208
Additions	71,557	71,557	121,093
Amounts released to income	(161,372)	(161,372)	(111,433)
At 31 July 2022	47,053	47,053	136,868

Income has been deferred where it is received in advance of the period to which it relates or where performance of the activities to which it relates has not yet been undertaken.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2022

23. Accrued funding commitments	Under 1 year	2022	2021
	£	£	£
At 1 August 2021	100,939	100,939	133,894
Additions	42,610	42,610	81,204
Amounts paid during the year	<u>(67,671)</u>	<u>(67,671)</u>	<u>(114,159)</u>
At 31 July 2022	<u>75,878</u>	<u>75,878</u>	<u>100,939</u>

Accrued funding commitments attributed to restricted funds is £11,925 (2021 £19,735) and £63,953 (2021 £81,204) was attributed to unrestricted funds.

24. Company limited by guarantee

The company is limited by guarantee and has no share capital.

On the winding up of the company each member will contribute £1.

25. Capital commitments

There were no capital commitments as at 31 July 2022 (2021 £Nil).

26. Analysis of changes in net debt

The charity had no debt during the year.

WOMEN'S TECHNOLOGY TRAINING LIMITED

England & Wales - Charity number 514972

Accounts

WOMEN'S TECHNOLOGY TRAINING LIMITED
(Company Limited by Guarantee)

TRUSTEES' ANNUAL REPORT AND ACCOUNTS

For the year ended
31 July 2021

Company Registration Number 01712569
Charity Number 514972

WOMEN'S TECHNOLOGY TRAINING LIMITED

Accounts

Year ended 31 July 2021

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Members of the Board and Professional Advisors Year ended 31 July 2021

Registered Charity name	Women's Technology Training Limited
Company number	01712569
Charity number	514972
The Board of Trustees	Liz Cross (Chair) Maureen Mellor (resigned 19/11/20) Sally-Anne Watkiss Lorna Rogers (resigned 25/02/21) Annette Hennessy Kate Fox Sara Lawton (resigned 25/02/21) Claire Ryan Emma Carey Nina Roberts Jayne Worthington (appointed 25/11/21)
Company secretary	Dana Nixon (resigned 30/03/21) Helen Byrne (appointed 30/03/21)
Chief executive	Anne McColl (appointed 01/08/20)
Registered office	Blackburne House Blackburne Place Off Hope Street Liverpool L8 7PE
Statutory Auditor	Mitchell Charlesworth LLP Chartered Accountants Registered Auditor 5 Temple Square Temple Street Liverpool L2 5RH
Bankers	National Westminster Bank Plc 5 Oxford Street Liverpool L7 7HL
Solicitors	MSB Solicitors Ltd Silkhouse Court Tithebarn Street Liverpool L2 2LZ

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report Year ended 31 July 2021

The trustees, who are also directors for the purposes of the Companies Act, present their annual report and the audited accounts of the charity for the year ended 31 July 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) in preparing the annual report and accounts of the charity.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, the Charities Act 2011 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 United Kingdom and Republic of Ireland published in October 2019.

Trustees

The trustees who served the charity during the year were as follows:

Liz Cross (Chair)	Sara Lawton (resigned 25/02/21)
Maureen Mellor (resigned 19/11/20)	Claire Ryan
Sally-Anne Watkiss	Emma Carey
Lorna Rogers (resigned 25/02/21)	Nina Roberts
Annette Hennessy	Jayne Worthington (appointed 25/11/21)
Kate Fox	

Trustees are appointed in accordance with the Memorandum and Articles of Association.

None of the trustees receive remuneration or other benefits for their work as trustees of the charity. Any connection between a trustee or senior manager of the charity with a company must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party.

Objectives of the Charity

The charity's objects and its principal activity continue to be that of providing training for women in areas where they are traditionally under-represented. It seeks to transform women's lives and encourage their independence through the provision of education, training and opportunities of every kind in an environment of equality and inspiration.

Public Benefit

When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit and in particular the specific guidance on charities for the advancement of education.

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of race, ethnicity, sexual orientation or disability.

It is a priority of the organisation that access to our services is not restricted to those who can afford our fees. Our concessionary fee policy contributes to the widening of access to the courses we offer and the facilities we provide. Our means-tested concessions for course fees assist approximately 60% of our student population. The Discretionary Learner Support Fund provided by the Education and Skills Funding Agency for students on our Further Education courses enables us to assist students to meet the costs of childcare, travel, learner and learning support. Students who attend our School of Social Entrepreneurs Programme also receive assistance from the Student Support Fund from our SSE Programmes. All our charitable activities focus on education and learning for women and are undertaken to further our charitable purpose for the public benefit.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2021

Strategic Report

About Women's Technology Training Limited (Blackburne House Education)

Women's Technology Training Limited, more latterly known as Blackburne House Education (BHE) was established in 1983 with the aim of progressing women from disadvantaged backgrounds into employment within technical professions – an area in which, at the time, women were significantly under-represented.

The organisation grew quickly and considerably and, in 1991 we moved into new premises in Liverpool's famous Georgian Quarter. More than £4m was raised in order to breathe new life back into Blackburne House and the beautiful, Grade II-listed building then became our new home.

Today, Blackburne House Education and our School for Social Entrepreneurs is a vibrant and thriving organisation and one of the country's leading education centres. Over the years, through our sister organisation Blackburne House, we have established a number of successful social enterprises that support our educational aims and provide tangible examples of how new markets can be used to serve local communities.

Attracting thousands of visitors each year, our facilities now include a thriving bistro and cafe, wellness and counselling centre, conference and events facilities and a 36-place nursery. Blackburne House has received local, national and international recognition for the work that we do in education and in June 2015 we were granted Freedom of the City in recognition for our services in Education for Women across Liverpool and the wider Merseyside area.

Our Vision and Values

Our vision is to educate and up skill women so that they can pursue professions in every sector and at every level, where women are still typically under-represented. We aspire to give confidence to the women we work with, so that they can go on to live independent lives, believe in their dreams and achieve their ambitions. We want to inspire our women to believe that anything is possible. We want to instill a culture of empathy and understanding; of inclusion and acceptance. We want to overcome prejudice, discrimination and adversity and create a positive and holistic environment where women can share, learn and grow.

We have a core set of values that is ingrained into everything that we do. Those values are integral to our organisation, helping to define our long-term aims and objectives and influence the way we work.

Inspiration

We provide the highest possible quality of inspirational education and development - and our teaching and working methods and our services and environment reflect this relentless commitment.

Transformation

We believe in using creative working methods to develop new and innovative ways of fulfilling and exceeding our financial, social and environmental aims -renewing and transforming our business and helping us to touch and transform the lives of everyone who works with Blackburne House.

Equality

Blackburne House is and has always been about holistic approaches to improving the lives of women - all women. We constantly build on the diversity and range of our services including support and education services for children and men, where these will contribute to improving the lives of women.

Independence

As well as helping our students and service users to develop their own independence, our charitable and commercial activities all operate to continuously improving business standards - to deliver the independence of Blackburne House.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2021

Activities, achievements and performance

The organisation previously contracted with The Education and Skills Funding Agency (ESFA) to deliver excellent results for students. From 2019/20 academic year the Government has devolved the Adult Education Budget (AEB) in Liverpool City Region to the Combined Authority (LCRCA). This means that Liverpool City Region will have the opportunity to tailor the skills and adult education system to better address local priorities. Funded by LCRCA we continue to develop and expand curriculum, training methods and our project portfolio in line with the needs of students, employers, the LEP, government initiatives and local Industry growth agendas.

Our School for Social Entrepreneurs continues to be highly successful in delivering programmes that attract and develop learners who want to pursue self-employment with a social impact. We invest in individuals from all backgrounds who have practical ideas for change. Our vision is of a fair and equal society where the potential of all people is fully realised.

During 2020/2021, the COVID-19 pandemic has severely impacted many local economies around the world. Measures taken by governments to control the spread of the virus have included lockdowns, travel bans, quarantines, social distancing this has resulted in many businesses having to cease or limit their activities for long or indefinite periods of time resulting in an economic slowdown. We have continued to respond and adapt, utilising government grants and support, working with funders and strategic partners that seek to stabilise education delivery and enhance social impact and sustainability. Given our proven track record, depth and reputation in the local community we are well positioned to continue to serve the women of Liverpool and the local community. The Board continued to review our post Covid-19 recovery plans and to shape the business so that we can focus our efforts on mission led, sustainable portfolios that support the vision to empower women.

Education

Blackburne House is a Voluntary and Community Independent Provider, supporting the learning aims of Liverpool City Region residents for almost 40 years. We stand out as an educational establishment that welcomes all people to develop and improve their quality of life and that of their families. During the educational period 2020/21 we had 499 learners and 1,453 enrolments, of which 433 were adult learners representing 1,221 course enrolments, into Blackburne House Education.

Of the 433 Adult Learners

- 80% (396) of adult learners (2020 – 79%) are from high deprivation areas with an IMD in the most deprived 25% nationally; of the 396 adult learners from deprived post codes 256 (65%) are from postcodes ranked in the 5% most deprived in England (2020-54%).
- 410 (95%) of the adult learners are women and 164 (40%) of these women (2020 - 51%) are from non-white ethnic groups (Black, Asian, Mixed, Other).
- 107 (25%) of our adult learners declared learning difficulties or disabilities (2020 - 24%).

Independence, transformation, inspiration and equality through education is the pulsating heartbeat of Blackburne House Education. This clear vision and mission is translated and embedded at every level and within every area of the organisation. Blackburne House Education has successfully delivered skills and education contracts for almost 40 years and has been privileged to witness the transformative effects of educational achievement within a highly supportive environment. Learning is a celebration; we acknowledge the journey our learners take, many from what is deemed a very low starting point. Our mission is: To provide education for women who are disadvantaged, to encourage and enable them to develop to their full potential through the provision of high-quality learning provision and facilities.

Blackburne House Education is situated in Toxteth, one of the most deprived areas of Liverpool, however, our delivery also spans across the broader City Region. We continue to effectively engage with deprived and BAME communities, providing support and removing barriers to education. We proudly promote Equality & Diversity with a very strong representation from the Black, Asian and minority ethnic (BAME) community.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2021

Education (continued)

A significant number of learners are refugees, asylum seekers, lone parents, long-term unemployed, carers or women who have not previously achieved any qualifications. Courses on offer are primarily for adults, mainly women, with a number of women aged 16 to 18 accessing study programmes within the centre. Our learners can choose to enrol on to a range of programmes, which includes Interior Design, Teacher Training, Holistic Therapies, Healthcare, Business, Access to HE, ESOL, GCSE and Functional Skills. The curriculum is designed to align with the city region priorities and is responsive to the needs of local people and local businesses. Our mission is to provide tailored skills and learning to engage people and support them into meaningful employment and/or further education and skills.

We recognise in our ever-changing culture and environment the importance of resilience and confidence alongside qualification achievement; therefore, we have strengthened our delivery with substantial health and wellbeing programmes enabling the transformation of lives. During this academic year, recognising the mental health impacts the Pandemic had on our learners, we worked with funders to grow this portfolio, targeted to support our learners and local women, specifically BAME women.

For the 2020/21 academic year we continued to implement a full-time delivery programme, mapped against local needs. Course content continued to be delivered remotely during periods of lockdown providing a level of flexibility for learners. The learners who typically enrol on our courses may not benefit as much as they would in a traditional classroom setting. Courses with practical elements face challenges with delivery and learning in this way. For some learners, social interaction is a major factor in their decision to return to education and whilst it is possible to replicate this in a virtual classroom, it simply 'feels' different for some, meaning that the positive impact is reduced.

As we move forward into 2021/22 and beyond, remote delivery is likely to continue along with face-to-face classroom learning, based on a learner-centred approach to ensure maximum benefit.

Quality and performance

Board members and Senior Managers live the values of the organisation, providing a clear and consistent mission and vision. The Education & Quality committee annually agree and set key quality and performance targets for the academic year, which are scrutinised at committee and senior management meetings. The views of learners are used to identify areas for improvement or any areas where good practice can be shared, which supports improvements to teaching, learning and assessment and the environment.

Learners commend the niche-learning environment provided by Blackburne House, it is a place where they feel accepted, safe and inspired. Leaders and managers collaborate effectively with Liverpool City Region (LCRCA) colleagues to align curriculum, with skills priorities. Programmes are responsive, designed to meet the needs of local people and employer priorities. We have clear progression routes in place, which have been realised from entry level through to higher level qualifications.

We are committed to safeguarding and promoting the welfare of our students and expect all of our staff, trustees and volunteers to share this commitment. Safeguarding of children, young people and vulnerable adults continue to be important to the organisation, and we take seriously our duty to comply with the Safeguarding Vulnerable Groups Act 2006, Education Act 2002 and Counter-Terrorism and Security Act 2015. The Board of Trustees and staff have undertaken training in this area and continually review our performance and responsibilities to keep all members of our community safe.

Our Board and the Education & Quality Committee closely monitor our policies and procedures and the organisation has an appointed Designated Safeguarding Officer who is supported by the safeguarding team and a delegated Board Member.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2021

Quality and performance (continued)

Our quality of education for 2020/21 reflects the adaptability and flexibility shown by tutors to enable students to progress in difficult circumstances. However, the issues presented by the pandemic in terms of engaging learners, collecting evidence for grades and delayed courses (and our subsequent delay in our hosting of exams in continuing uncertain circumstances) have impacted on the overall achievement rate this year. 90% of our learners are women who have been disproportionately affected by the pandemic given caring and home-schooling responsibilities typically lay with the females in the households impacting on their capacity to engage in their own studies. Given these significant factors, our published achievement data is lower than previous years at 48.6%. This has been significantly impacted by the qualifications included in this year's QAR due to qualifications that had Teacher Assessed Grades being removed from this year's achievement data.

Blackburne House Education has an established support service that provides wellness interventions to our female learners and the local community. As a consequence of the pandemic, coupled with prolonged lockdowns, and the Black Lives Matter campaign manifesting key triggers, we identified a significant mental health decline amongst local women. We recognised the urgent need to scale up our wellbeing and counselling interventions and with the support of a number of funders, we have been able to increase our services to respond to this demand. Since scaling up our service we have supported in excess of 2,000 women and we plan to grow this service to ensure we are able to continue to provide interventions that address the complex needs that are emerging.

Education through enterprise

Blackburne House Education takes an enterprising approach to teaching and learning. Enterprise encourages people to learn and develop in a way that meets their needs and develops skills for learning, skills for life and skills for work. The world is changing rapidly, and people need to be prepared. They need to have the skills and attitudes to cope with an unpredictable future, to be able to deal with setbacks and disappointments in a positive way and to continue to learn for the rest of their lives. Whenever possible, we utilise the resources across Blackburne House to provide our learners with real life opportunities to enhance their development and support them to become more influential in their own lives and the lives of others.

Careers & Employability

Blackburne House Education has employability built into all of its programmes. Sessions include applying for work, CV writing, ask the professional, communication for career progression, interview skills, confidence building and work experience opportunities. Our Health and Wellbeing support helps to build confidence and resilience to equip our learners with the life skills needed to adapt, thrive and cope with life crises.

School of Social Entrepreneurs (SSE)

Our School for Social Entrepreneurs North West (SSE North West) was launched in Liverpool in 2007 as part of the Blackburne House portfolio. We run practical learning programmes and courses to support people from all backgrounds to realise their potential and bring about lasting social and environmental change. Our programmes support the entrepreneurs to start, sustain, scale up and trade up social enterprises, charities and Community Interest Companies.

We support the development and growth of social enterprises as a means by which to address some of society's most pressing issues. We empower people from all backgrounds to create positive social change. Our programmes help individuals start, sustain, and scale social enterprises, charities and community projects. We help individuals build confidence and gain practical business skills.

We are committed to jargon-free learning delivered by experienced professionals and authentic social entrepreneurs. SSE uses an innovative learning approach, which focuses on real world issues and practices. To date we have supported over 1,300 social entrepreneurs who are working to improve communities and social issues across the country.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2021

Quality and performance (continued)

We have continued to be the one of the most popular School for Social Entrepreneurs outside of London for the Lloyds Bank Social Entrepreneurs programme across the UK Network and our recruitment pipeline continues to be oversubscribed. During the period we continued to deliver:

- Lloyds Bank Group Social Entrepreneurs' Start Up Support programme to help people to start social enterprises, charities, community projects and impact-led organisations.
- Power to Change community business Trade Up programme to grow community businesses. SSE North West continued to support groups of Community Business Leaders, many of whom were operating on the front line to support communities severely impacted by COVID and the national lockdown.
- BEE You Project for young people, developing skills and product development in beekeeping and entrepreneurship.
- The Price Waterhouse Cooper (PWC) funded social entrepreneurs coaching programme.
- Co-op Foundation environmentally focused Social Enterprises and Community Businesses programmes, supporting environmental social entrepreneurs across the North West, Midlands and Yorkshire and the North East.
- Support, advice and networking opportunities for our growing fellowship of social entrepreneurs and community business leaders.

In response to COVID and the national lockdown, SSE North West:

- Successfully shifted to online delivery, ensuring that the quality and immersive SSE experience remained the same.
- Delivered 2 online graduation ceremonies to provide an uplifting and celebratory experience to recognise the work and achievements of programme participants.
- Delivered online weekly Coffee Confab sessions to provide a safe and welcoming space for SSE participants to connect and talk through any issues or challenges they may be facing.
- An extension to the Power to Change Year 3 Community Business programme to enable us to support our group of Community Business Leaders who were actively supporting communities throughout the pandemic whilst also trying to sustain their own organisations.
- SSE NW staff participated in Mental Health First Aid training to enable them to more effectively support programme participants.

As we move into 2021/22 SSE will continue to deliver against the programmes in place and will seek to explore a hybrid delivery model which encompasses both online and face to face teaching methodologies. We will seek to grow the environmental programme through the Co-Op Foundation model, completing the Bee You programme and developing our place-based community development further.

SSE students

There is no typical student at the School for Social Entrepreneurs. The people that attend our courses have ranged in age from 17 to 74 and come from diverse cultural and ethnic backgrounds. At the SSE we believe that passion for change is what matters most, not where you come from.

SSE Programmes

The School for Social Entrepreneurs North West is a people powered learning programme, which means that programmes are designed to respond to the learners' needs and expectations. Our courses contain a mix of delivery styles to engage, inspire and motivate participants who will be able to immediately apply what they have learnt to their own organisation

The programme's different elements, alongside the peer support and learning gained from being part of a cohort, form a powerful process which helps develop the individual's skills, confidence and knowledge, and, as a result, also develops their project's effectiveness in helping to bring about sustainable change.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2021

SSE Programmes (continued)

Throughout, participants are encouraged to foster a 'can do' attitude and to focus on delivering practical outcomes. The centrality of action learning within SSE programme means participants develop their business and life skills through applying their learning directly to the organisation that they are in the process of capacity building. This provides them with opportunities to trial new ideas, discover different approaches and learn through practice.

SSE's approach also addresses the unique pressures faced by individuals entering the social enterprise marketplace. A supportive framework provides participants with a safe space for honesty and reflection; participants share their experiences, resources, knowledge and challenges with their peers. The strong and resilient networks established through this process often continue to facilitate peer learning for individuals beyond the duration of their time at the SSE.

One in four SSE students have direct experience of the social issue they are seeking to address. As such it is important that our programmes empower them to become resilient social entrepreneurs who prioritise their own well-being. Programmes are designed to encompass the 5 Ways to Well Being, providing multiple opportunities for students to Connect, Take Notice, Be Active, Keep Learning and Give.

Financial review

The trustees' financial responsibilities include the solvency of the organisation, safeguarding the assets of the organisation and approving the annual budget. In approving the annual budget, we aim to set financial objectives, which are quantifiable targets against which we can measure achievement. To assist us in achieving these objectives, monthly management accounts are produced and discussed at Senior Management Team meetings. A formal cycle of reporting of management accounts has been established and includes a schedule of meetings with the Finance Audit & Risk Committee (FARC) and the trustees. FARC continually review their reporting mechanisms to ensure financial planning is developed and enhances the opportunities of the organisation. FARC under powers delegated to it by the trustees, regulate and control the finances of the organisation.

As we transitioned into the new academic year 2020/21, upon government advice the organisation opened its doors again to learners with a limited number of courses being delivered face to face. Covid-19 still continued to impact the organisation and a lot of our courses remained online. From November 2020 Liverpool went into Tier 3 lockdown and our face-to-face courses had to cease and move back to online. We were then further hit with another national lockdown in January 2021. The government restrictions continued to make contract delivery a challenge, but we have risen to the challenge and our online delivery has continued to be successful.

We continued to work closely with our funders and partners to ensure continuity of learning and to understand how Covid 19 would impact our ability to deliver to full contract values. LCRC recognised that many of our learners struggle to remain on courses that are delivered remotely, and that recruitment would be impacted as a result of learners not being able to physically access services

In addition to our Adult Education contracts, we once again secured pilot programmes through LCRC to deliver pre-access level education to support learners engage at pre-entry level. This involved pre-access Pilots in ESOL, GCSE Maths and English, targeted to improve pathways into education and outcomes. Throughout the year we continued to deliver against our 16-19 provision and successfully managed to achieve our contract value. The Bee You Environmental programme continued to support our cashflow by keeping our funding payments on a monthly profile basis.

We continue to successfully deliver Mindfulness and Counselling sessions to our learners and women in the community. Covid-19 remains to be an impacting factor on the mental health and wellbeing of the women and learners in our community. There is still evidence to support the high levels of declining mental health and wellbeing in women. Due to this continued decline in mental health and wellbeing of women, we successfully secured further funding to continue delivery of counselling and wellness interventions remotely.

During the last decade, we had been exploring the potential of extending our reach and to expand to develop our Digital and Entrepreneurship offer by taking on additional premises and setting up an innovative centre at the former Toxteth Community College site.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2021

Financial review (continued)

Investment capital was received from Liverpool City Council for the development of the building on Falkner Street for this purpose. The capital expenditure has been treated as fixed assets in the financial statements during the period of the building project.

This development had been less than straight forward during the period of building development and additionally, when the Covid-19 pandemic began the trustees considered that expanding into an additional site would not be a prudent strategy.

With our primary purpose in mind, the Board decided it will deliver the intended benefits of the Digital and Entrepreneurship Centre from our base at Blackburne House and explore ways of reaching more people who can benefit from our offer, by delivering face to face in local communities and through online to suit the needs of our learners.

The Board therefore decided to withdraw from further discussions regarding the leasehold property in Falkner Street held by Liverpool City Council who agreed that there would be no liability to continue with the project and confirmed the value of fixed asset items which could be retained future use for the benefit of the charity at Blackburne House site. The trustees confirm all grant funding received for the development of the property and for our primary purpose was utilised as agreed with the grant maker and all works influenced by us as intended occupiers was commissioned on a timely basis and works paid for as appropriate.

The fixed asset from the capital investment on the balance sheet has therefore been treated as impaired and has resulted in a reduction in fixed assets of £696,836 which is noted as an exceptional item in the accounts.

Given our ability to adapt our education delivery during the continued pandemic, maintain our Counselling services and work with our funders we have been able to secure a surplus of £26,198 (before depreciation and impairment) for the financial year to July 2021.

Our plans for the future

Our Education contract moves into the third year of devolution through Liverpool City Region Combined Authority during 2021/22 and we continue to work closely with the City Region to map out curriculum plans against local priority areas, regularly assessing delivery and flexing plans based on the changing external environment.

All aspects of the curriculum have been designed to incorporate wraparound skills, employability, wellbeing & personal development and progression with support elements. We continue to prioritise Equality & Diversity by providing our students with training across all programmes. We plan to provide a blended delivery approach as we move out of lockdown and where it is safe and beneficial, we will integrate learners back into the classroom and prioritise learning that focuses on practical skills and assessment.

Covid has and will continue to significantly impact women disproportionately, particularly BAME women. Many of our learners are parents and single mothers and lockdown has impacted their ability to sustain and gain personal development. More significantly, it has had a detrimental impact on our learner's mental health. Women are presenting to us with debt, hardship, housing issues, trying to leave abusive relationships or have no recourse to public funds.

In order to remove barriers to education and support the women in our community, we have strengthened our Wellness and Counselling services and have secured significant funding to scale up delivery into 2021/22. We are now able to provide the immediate support required and as a direct result of our interventions we are evidencing the following:

- Reduced waiting times to access counselling services
- Reduced isolation and Increased confidence and a feeling of connection
- Gained long term cope and recovery strategies
- Improved wellbeing and a sense of hope about their future
- Higher progression to our education programmes which increases life chances and financial independence.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2021

Our plans for the future

In addition to the growth of our Wellbeing and Counselling Portfolio, we continue to be successful in partnering with The Smallwood Trust to become a Community Grant Partner. We operate as a grant giver to provide small cash grants to individual women to help them overcome personal and financial barriers, helping them to make changes in their lives. The impact of this on our women has been significant,

The financial projections for 2021/22 and 2022/23 have been prepared, they reflect our ability to adapt to the landscape in a strong and progressive manner in support of our learners and community.

Our future plans focus on strengthening our core offer of Education, allowing us to continue to deliver the vision of the organisation. We will continue to provide the vital community and learner services that build resilience and independence for women. We have shown resilience and flexibility to respond in a way that drives impact for the individual and for the local community and economy.

Remuneration of key management personnel

The trustees consider the Chief Executive and the Senior Management Team to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day-to-day basis.

It is the charity's policy to pay staff at rates reflecting the local market and in line with similar organisations.

Reserves policy

The organisation's reserve policy has been reviewed in line with guidance from the Charity Commission. It is the policy of the organisation to maintain unrestricted funds, which are the free reserves of the organisation at a level that equates to three months liquidity requirements. The trustees have reviewed the value of reserves required and have set the desired value of the reserves at £150,000 (2020 £150,000) to reflect current level of overheads. This provides sufficient funds to cover management, administration and support costs for the development of our principal activities to enable us to provide a high-quality service to our stakeholders.

The trustees acknowledge that the level of unrestricted free reserves of £150,634 (2020 £136,316) have reached the desired level. The trustees continue to monitor the situation and have reviewed and agreed the strategy and priorities for the organisation as we move forward,

Risk policy

The trustees are responsible for overseeing the risks faced by the organisation. Detailed considerations of risk are delegated to the Senior Management Team. Risks are identified, assessed and controls established throughout the year. All significant activities undertaken are subject to a risk review and reviewed by the Finance & Resources Committee. Systems have been established to mitigate the risks and the Senior Management Team regularly reviews the risks and takes any action identified.

Investment powers and restrictions

Under the Memorandum and Articles of Association, the charity has the power, to invest or deposit funds in any manner only after obtaining advice from a financial expert and having regard to the suitability of investments and the need for diversification. The trustees, having regard to the liquidity requirements of operating the charity and to the reserves policy, do not consider it necessary to invest in a portfolio of investments, but instead have operated a policy of keeping available funds in an interest-bearing deposit account and seek to achieve a rate of deposit interest which matches or exceeds inflation as measured by the retail price index. Invested funds are held on deposit in a high interest savings account for use as and when necessary.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2021

Environmental policy

The Board of Trustees and Senior Management Team are committed to the objectives of sustainable development and to achieving environmental best practice through all business activities whenever practical to do so. We operate an active and practical leadership policy in respect of environment management as a business function. We recognise that a concerted approach must be adopted to prevent pollution, minimise waste and achieve continual improvements in environmental performance.

Women's Technology Training Limited is committed to a structured approach to the management of its activities, ensuring it complies with or exceeds applicable environmental legal requirements and all other relevant requirements and recognised best practices, which are related to our environmental aspects.

Structure, governance and management

Governing document

Women's Technology Training Limited is a charitable company limited by guarantee (No. 01712569), incorporated in England on 6 April 1983 and registered as a charity (No. 514972) on 3 April 1984. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. On winding up of the company each member will contribute £1.

Organisation

The Board of Trustees administers the charity. The Board meets bi-monthly and there are sub-committees covering Education & Quality and Finance & Resources. Task Force Committees are temporary committees created to focus on particular areas from time to time, for example, in the wake of Black Lives Matters, we have an EDI Task Force to ensure the appropriate focus and governance oversight is created in this specific area. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations the Chief Executive has delegated authority, within terms of delegation approved by the trustees for operational matters including finance and to provide strategic directions for the organisation, ensuring that its policies, systems, products and services are continually focused on achieving the organisation's mission, vision and values. Business planning for all aspects of the service provision is carried out to ensure our operation is in line with our strategic intent. We champion the creation of a high performance, high empowerment culture to build sustainable advantage for the organisation. This ensures we remain competitive for funding and sponsorship and that we retain and expand our market position. Our aim is to ensure we maintain a positive reputation within the community, education and training sector and other market sectors within which we operate.

The Management Team

Day to day management of the charity is delegated to the senior managers. The current team is:

A McColl	-	Chief Executive (appointed 01/08/20)
C McKenna	-	Director of Learning (retired 31/07/21)
A Rushton	-	Executive Director of Operations
L Mairah	-	Director of Digital & Entrepreneurial Centre
H Bryne	-	Financial Controller (appointed 01/03/21)

Trustee appointment, induction and training

The Board adopts a strategic approach to trustee recruitment and when appropriate all vacancies are advertised within the community to attract trustees to serve on its board and also invite trustees to nominate prior to the AGM.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2021

Trustee appointment, induction and training (continued)

All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM. When considering co-opting trustees, the Board has regard to the requirements for any specialist skillset and competency needed that would enhance the organisation's ability to deliver on its strategic goals. Board members come from a variety of backgrounds and it is this variety that adds value to the organisation. However, we recognise that our expectations are high and the demands we place on the Board are considerable, therefore we feel that it is important to support all Board Members with the training and development they need to complement and supplement their current skills and competencies.

The induction programme aims to give the new member an understanding of the work of Blackburne House Education and to help recognise how they can make a significant contribution to the organisation during their term of office. New trustees undergo an orientation programme to brief them on their legal obligations under charity and company law, the contents of the Memorandum and Articles of Association, the committee and decision-making processes and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events and internal training and briefings where these will facilitate the undertaking of their role.

Related Charities

Women's Technology Training Limited is related to Blackburne House by virtue of common directors, influence and shared resources.

Statement of trustees' responsibilities

The trustees (who are also directors of Women's Technology Training Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to: -

- Select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2021

Trustees' statement of disclosure of information to the auditors

In so far as the trustees are aware: -

- there is no relevant audit information of which the charitable company's auditor is 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

A resolution for the re-appointment of Mitchell Charlesworth LLP will be proposed at the forthcoming Annual General Meeting.

Approval

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein in our capacity as company directors.

Registered office:
Blackburne House
Blackburne Place
Off Hope Street
Liverpool L8 7PE

SIGNED BY ORDER OF THE TRUSTEES



Helen Byrne
COMPANY SECRETARY

Approved by the trustees on 5 April 2022

Mitchell Charlesworth LLP

Chartered Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2021

Opinion

We have audited the financial statements of Women's Technology Training Limited (the 'charitable company') for the year ended 31 July 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2021 and of its 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 Auditor's 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.

Mitchell Charlesworth LLP

Chartered Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2021 [Continued]

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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.

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 course of 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 trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have been prepared in accordance with applicable legal requirements.

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 strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2021 [Continued]

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 12, 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.

Auditor's 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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and business performance;
- the charitable company's own assessment of the risks that irregularities may occur either as a result of fraud or error;
- the results of our enquiries of management and members of the Board of Trustees of their own identification of and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2021 [Continued]

Identifying and assessing potential risks related to irregularities (continued)

- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; and
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas:

(i) The presentation of the charity's Statement of Financial Activities, (ii) the charity's accounting policy for revenue recognition, and (iii) the overstatement of salary and other costs. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act and the Statement of Recommended Practice - 'Accounting and Reporting by Charities' issued by the joint SORP making body.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty. These included Safeguarding and Data Protection regulations.

Audit response to risks identified

As a result of performing the above, we identified the presentation of the charitable company's Statement of Financial Activities, revenue recognition and overstatement of wages and other costs as the key audit matters related to the potential risk of fraud. The key audit matters section of our report explains the matters in more detail and also describes the specific procedures we performed in response to those key audit matters.

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations described above as having a direct effect on the financial statements;
- enquiring of management and members of the Board of Trustees concerning actual and potential litigation and claims;

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2021 [Continued]

Audit response to risks identified (continued)

- reading minutes of meetings of those charged with governance and reviewing correspondence with relevant authorities where matters identified were significant;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

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.

Mitchell Charlesworth

Mr Philip Griffiths

Senior Statutory Auditor

26 April 2022

On behalf of Mitchell Charlesworth LLP

Statutory Auditor

3rd Floor
5 Temple Square
Temple Street
Liverpool
Merseyside L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Income from:					
Donations and legacies	2	25,054	-	25,054	30,850
Charitable activities	3	1,022,089	660,965	1,683,054	1,797,029
Investments	4	9	-	9	-
Total income		<u>1,047,152</u>	<u>660,965</u>	<u>1,708,117</u>	<u>1,827,879</u>
Expenditure on:					
Charitable activities	5	<u>967,740</u>	<u>1,316,908</u>	<u>2,284,648</u>	<u>1,547,120</u>
Total expenditure		<u>967,740</u>	<u>1,316,908</u>	<u>2,284,648</u>	<u>1,547,120</u>
Net income/(expenditure) for the year	10	79,412	(655,943)	(576,531)	280,759
Total funds brought forward		<u>139,205</u>	<u>800,393</u>	<u>939,598</u>	<u>658,839</u>
Total funds carried forward		<u><u>218,617</u></u>	<u><u>144,450</u></u>	<u><u>363,067</u></u>	<u><u>939,598</u></u>

The charity has no recognised gains or losses other than the results for the year as set out above

All of the activities of the charity are classed as continuing

The notes on pages 23 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2021

Comparative information for the year ended 31 July 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Income from:					
Donations and legacies	2	30,850	-	30,850	-
Charitable activities	3	1,408,274	388,755	1,797,029	2,196,319
Total income		1,439,124	388,755	1,827,879	2,196,319
Expenditure on:					
Charitable activities	4	1,412,990	134,130	1,547,120	1,637,614
Total expenditure		1,412,990	134,130	1,547,120	1,637,614
Net income/(expenditure) for the year	10	26,134	254,625	280,759	558,705
Total funds brought forward		113,071	545,768	658,839	100,134
Total funds carried forward		139,205	800,393	939,598	658,839

The charity has no recognised gains or losses other than the results for the year as set out above

All of the activities of the charity are classed as continuing

The notes on pages 23 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Balance Sheet 31 July 2021

	Notes	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	12		212,433		803,282
Current assets					
Debtors	13	506,885		479,010	
Cash at bank		<u>25</u>		<u>14,792</u>	
		506,910		493,802	
Creditors: Amounts falling due within one year	14	<u>(356,276)</u>		<u>(357,486)</u>	
Net current assets			<u>150,634</u>		<u>136,316</u>
Total assets less current liabilities			<u>363,067</u>		<u>939,598</u>
The funds of the Charity					
Unrestricted	16		218,617		139,205
Restricted	17		<u>144,450</u>		<u>800,393</u>
Total funds	18		<u>363,067</u>		<u>939,598</u>

These accounts were approved by the trustees on and authorised for issue on 5 April 2022 and are signed on their behalf by:



Sally-Anne Watkiss

Company Registration Number: 01712569

The notes on pages 23 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Cash Flows For the year ended 31 July 2021

		2021	2020
	Note	£	£
Cash flow from operating activities			
	19	(14,084)	84,825
Cashflow from investing activities			
Payments to acquire tangible fixed assets	(119,044)	(267,766)	
Capital grants received	<u>107,164</u>	<u>267,766</u>	
		(11,880)	-
Net (decrease)/increase in cash and cash equivalents		(25,964)	84,825
Cash and cash equivalents at 1 August 2020		<u>14,792</u>	<u>(70,033)</u>
Cash and cash equivalents as at 31 July 2021		<u>(11,172)</u>	<u>14,792</u>
Cash and cash equivalent consists of:			
Cash at bank		25	14,792
Bank overdraft		<u>(11,197)</u>	-
		<u>(11,172)</u>	<u>14,792</u>

The notes on pages 23 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2021

1. Summary of accounting policies

(a) General information and basis of preparation

Women's Technology Training Limited is a company limited by guarantee and a registered charity incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are set out in the Trustees' Report on page 2.

The charity constitutes a public benefit entity as defined by FRS 102. 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) issued in October 2019, the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity 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 charity for particular purposes. The cost 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.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to special performance conditions and is recognised as earned as the related services are provided. Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainty of receipt and the amounts can be measured with sufficient reliability.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2021

1. Summary of accounting policies (*continued*)

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities includes costs associated with the charity including support costs as appropriate.
- Other expenditure represents those items not falling into the category above.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at the charity's registered office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

The analysis of these costs is included in note 6.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Capital expenditure on equipment is written off in the period in which it is incurred if purchased from grant income. Individual assets are capitalised on the balance sheet where their cost exceeds £100.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computers	10 - 33% per annum
Fixtures & fittings	10 - 20% per annum
Equipment	20% per annum
Leasehold improvements	1 -10% per annum

(g) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2021

1. Summary of accounting policies (*continued*)

(h) 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.

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 receipts 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.

(i) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(j) Operating leases

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

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2021

1. Summary of accounting policies *(continued)*

(k) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(l) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and before it meets the definition of a charitable company for UK corporation tax purposes.

(m) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist having due regard to the impact of COVID-19. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. Income from donations and legacies	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Donations	2,241	-	2,241	340
Legacy	-	-	-	10,000
Grants receivable	22,813	-	22,813	20,510
	<u>25,054</u>	<u>-</u>	<u>25,054</u>	<u>30,850</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2021

3. Income from charitable activities	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Liverpool City Region Combined Authority	504,086	-	504,086	733,501
ESFA - Advanced Learner Loan	53,938	-	53,938	98,770
Liverpool City Region Combined Authority - Pilot Project	88,949	-	88,949	145,740
ESFA - Learning Loan Bursary	150	-	150	8,250
ESFA - 16-19 Programme Funding	107,328	-	107,328	114,403
SSE North West Sub Grant Year 8	-	7,030	7,030	34,813
SEE North West Sub Grant Year 9	-	23,413	23,413	18,310
SEE North West Sub Grant Year 10	-	14,941	14,941	-
SSE various	--	2,000	2,000	8,050
SSE Co-op Foundation	18,431	-	18,431	17,808
SSE NAMA	-	-	-	11,719
Our Bright Futures - Bee You Revenue	160,570	-	160,570	203,908
Our Bright Futures - Bee You Capital	10,119	-	10,119	10,081
FE Course fees	8,277	-	8,277	13,699
SSE North West Sub Grant Power to Change Reach Fund	-	69,334	69,334	78,627
Less: Deferred income	-	-	-	(127,208)
Other income	50,702	-	50,702	4,776
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	-	107,164	107,164	43,836
Liverpool City Council – Falkner Street	-	-	-	223,930
Merseyside Police & Crime Commissioner & Community Foundations	-	17,620	17,620	15,240
The National Lottery Community Fund – Coronavirus Community Support Fund	-	65,963	65,963	94,233
Steve Morgan Foundation	-	226,833	226,833	29,593
Steve Morgan Foundation – emergency covid	10,000	-	10,000	-
Liverpool City Region Combined Authority – EAS (LSF/ALS)	-	23,667	23,667	-
Smallwood Trust	7,500	-	7,500	-
Barclays 100 x 100 fund	-	100,000	100,000	-
Liverpool City Region Combined Authority – CSF Wellbeing	-	3,000	3,000	-
ESFA – AEB Further Education 19+ funding	625	-	625	-
ESFA – 16-19 Bursary	1,414	-	1,414	-
	1,022,089	660,965	1,683,054	1,797,029

£388,755 of the above income in 2020 was attributable to restricted funds and £1,408,274 of the above income in 2020 was attributable to unrestricted funds.

4. Income from investments	Unrestricted Funds £	Restricted Funds £	Total 2021 £	Total 2020 £
Interest – deposits	9	-	9	-

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2021

5. Analysis of expenditure on charitable activities	Activities undertaken directly £	Support costs £	Total 2021 £	Total 2020 £
College	1,188,875	1,095,773	2,284,648	1,547,120
<p>£1,316,908 (2020 £134,130) of the above costs were attributable to restricted funds and £967,740 (2020 £1,412,990) of the above costs were attributable to unrestricted funds.</p>				
6. Allocation of support costs			2021 £	2020 £
Management salaries			264,408	176,946
Premises costs			10,227	183,743
Office costs			27,760	27,679
Depreciation and impairment			709,892	13,252
Professional			76,480	44,820
Other			3,468	10,169
Governance (see note 7)			3,538	8,434
			1,095,773	465,043
7. Governance costs	Unrestricted £	Restricted £	2021 £	2020 £
Audit and accountancy fees	3,538	-	3,538	8,434
8. Staff costs and numbers			2021 £	2020 £
The aggregate payroll costs were:				
Wages and salaries			915,182	818,364
Social security costs			74,559	63,423
Other pension costs			22,175	24,628
			1,011,916	906,415
Staff recharges			29,174	15,730
Subcontracted staff			164,243	34,094
Total			1,205,333	956,239
<p>The average number of staff employed by the Charity during the year amounted to:</p>				
			No	No
Number of technical staff			1	1
Number of administrative staff			18	15
Number of part-time tutors			13	18
Number of tutors			9	9
			41	43

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2021

8. Staff costs and numbers (continued)		2021	2020
		No	No
	The number of employees, included in the above, whose emoluments, excluding pension contributions, fell within the following ranges, were:		
	£60,001 - £70,000	1	-
	£70,001 - £80,000	1	1
		<u> </u>	<u> </u>

9. Trustees' and key management personnel remuneration and expenses

No remuneration was paid to the trustees during the year for their services as trustees (2020 £Nil) nor were any expenses reimbursed (2020 £Nil).

The total amount of employee remuneration received by key management personnel is £227,229 (2020 £171,710).

The charity considers its key management personnel to comprise the Chief Executive, Director of Education, Director of Digital and Entrepreneurship and the Financial Controller (2021 only).

10. Net income for the year		2021	2020
		£	£
	This is stated after charging:		
	Staff pension contributions	22,175	24,628
	Depreciation and impairment	709,892	13,252
	Auditors' remuneration:		
	- as auditors	3,538	8,434
		<u> </u>	<u> </u>

11. Taxation

The company is exempt from corporation tax on its charitable activities.

12. Tangible fixed assets		Leasehold		Computer		Fixtures &	
		Improvements	Equipment	Equipment		Fittings	Total
		£	£	£		£	£
	Cost						
	At 1 August 2020	642,802	5,740	182,629	31,858	863,029	
	Additions	-	-	11,880	107,164	119,044	
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	
	At 31 July 2021	642,802	5,740	194,509	139,022	982,072	
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	
	Depreciation and impairment						
	At 1 August 2020	-	5,740	27,189	26,818	59,747	
	Charge for the year	-	-	12,694	560	13,254	
	Impairment	642,802	-	43,836	10,000	696,638	
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	
	At 31 July 2021	642,802	5,740	83,719	37,378	769,639	
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	
	Net book value						
	At 31 July 2021	-	-	110,790	101,644	212,433	
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	
	At 31 July 2020	642,802	-	155,440	5,040	803,282	
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2021

13. Debtors	2021 £	2020 £
Grants receivable	100,939	133,894
Trade debtors	48,628	46,156
Other debtors	312,215	272,763
Prepayments	45,103	26,197
	<u>506,885</u>	<u>479,010</u>

Other debtors includes a loan to Blackburne House of £58,710 (2020 £58,710) which is to be repaid as agreed by the trustees.

14. Creditors: Amounts falling due within one year	2021 £	2020 £
Bank overdraft	11,197	-
Trade creditors	51,406	57,164
Other creditors	74,364	92,845
Social security and other taxes	73,169	69,268
Deferred income	136,868	127,207
Accruals	9,272	11,002
	<u>356,276</u>	<u>357,486</u>

15. Commitments under operating leases	Assets other than land and buildings	
	2021 £	2020 £
At 31 July 2021 the charity had future total commitments under non-cancellable operating leases as follows:		
Within one year	12,919	4,852
Between two and five years	41,130	-
	<u>54,049</u>	<u>4,852</u>

16. Unrestricted funds	As at 1 August 2020 £	Income £	Expenditure £	As at 31 July 2021 £
General fund	139,205	1,047,152	(967,740)	218,617
	<u>139,205</u>	<u>1,047,152</u>	<u>(967,740)</u>	<u>218,617</u>

Comparative information in respect of the preceding period is as follows:

	As at 1 August 2019 £	Income £	Expenditure £	As at 31 July 2020 £
General fund	113,071	1,439,124	(1,412,990)	139,205
	<u>113,071</u>	<u>1,439,124</u>	<u>(1,412,990)</u>	<u>139,205</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2021

17. Restricted funds	As At 1 August 2020 £	Income £	Expenditure £	As at 31 July 2021 £
SSE North West Sub Grant - year 8	-	7,030	(7,030)	-
SSE North West Sub Grant - year 9	-	23,413	(23,413)	-
SSE North West Sub Grant - year 10	-	14,941	(14,941)	-
SSE various	-	2,000	(2,000)	-
Liverpool City Region Combined Authority – EAS (LSF/ALS)	-	23,667	(23,667)	-
PCC Wellness funding	-	17,620	(17,620)	-
Barclays 100 x 100 fund	-	100,000	(100,000)	-
Liverpool City Region Combined Authority – CSF Wellbeing	-	3,000	(3,000)	-
SSE North West Sub Grant Power to Change	-	69,334	(69,334)	-
Steve Morgan Foundation	-	226,833	(226,833)	-
National Lottery Community Fund	-	65,963	(65,963)	-
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	157,591	107,164	(120,305)	144,450
Liverpool City Council – Falkner Street	642,802	-	(642,802)	-
	<u>800,393</u>	<u>660,965</u>	<u>(1,316,908)</u>	<u>144,450</u>

Comparative information in respect of the preceding period is as follows:

	As At 1 August 2019 £	Income £	Expenditure £	As at 31 July 2020 £
SSE North West Sub Grant - year 8	-	27,782	(27,782)	-
SSE North West Sub Grant - year 9	-	7,103	(7,103)	-
SSE NAMA	-	11,719	(11,719)	-
SSE various	-	6,050	(6,050)	-
SSE Power to change	-	68,335	(68,335)	-
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	126,896	43,836	(13,141)	157,591
Liverpool City Council – Falkner Street	418,872	223,930	-	642,802
	<u>545,768</u>	<u>388,755</u>	<u>(134,130)</u>	<u>800,393</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2021

18. Analysis of net assets between funds	Tangible Fixed Assets £	Net Current Assets £	Total £
Unrestricted funds	67,983	150,634	218,617
Restricted funds	144,450	-	144,450
	<u>212,433</u>	<u>150,634</u>	<u>363,067</u>

Comparative information in respect of the preceding period is as follows:

	Tangible Fixed Assets £	Net Current Assets £	Total £
Unrestricted funds	2,889	136,316	139,205
Restricted funds	800,393	-	800,393
	<u>803,282</u>	<u>136,316</u>	<u>939,598</u>

19. Reconciliation of net income/(expenditure) to net cash flow from operating activities	2021 £	2020 £
Net income for the year/(expenditure)	(576,530)	280,759
Capital grant	(107,164)	(267,766)
Depreciation and impairment of tangible fixed assets	709,892	13,252
(Increase) in debtors	(27,875)	(50,666)
Increase / (decrease) in creditors	<u>(12,407)</u>	<u>109,246</u>
Net cash flow from operating activities	<u>(14,084)</u>	<u>84,825</u>

20. Related party transactions

Women's Technology Training Limited is related to Blackburne House by virtue of common directors and influence. Both these charities operate from the same Registered Office. During the year Blackburne House charged Women's Technology Training Limited rent and services of £21,788 (2020 £163,433), childcare of £703 (2020 £6,555) and other administration, project and secondment costs totalling £188,429 (2020 £140,575). During the year Women's Technology Training charged Blackburne House £Nil (2020 £988) for administration costs.

All charges include VAT where applicable.

At the year-end Women's Technology Training was owed £253,504 by Blackburne House (2020 £214,052).

Also included in debtors is a loan to Blackburne House of £58,710 (2020 £58,710) which is due to be repaid as agreed by the trustees.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2021

21. Pension scheme contributions

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions paid by the charity to the defined contribution scheme which amounted to £22,175 (2020 £24,628).

22. Deferred income	Under 1 year £	2021 £	2020 £
At 1 August 2020	127,208	127,208	-
Additions	121,093	121,093	127,208
Amounts released to income	<u>(117,716)</u>	<u>(117,716)</u>	<u>-</u>
At 31 July 2021	<u>130,585</u>	<u>130,585</u>	<u>127,208</u>

Income has been deferred where it is received in advance of the period to which it relates or where performance of the activities to which it relates has not yet been undertaken.

23. Accrued funding commitments	Under 1 year £	2021 £	2020 £
At 1 August 2020	133,894	133,894	120,526
Additions	81,204	81,204	114,159
Amounts paid during the year	<u>(114,159)</u>	<u>(114,159)</u>	<u>(100,791)</u>
At 31 July 2021	<u>100,939</u>	<u>100,939</u>	<u>133,894</u>

Accrued funding commitments attributed to restricted funds is £19,735 (2020 £19,735) and £81,204 (2020 £114,159) was attributed to unrestricted funds.

24. Company limited by guarantee

The company is limited by guarantee and has no share capital.

On the winding up of the company each member will contribute £1.

25. Capital commitments

There were no capital commitments as at 31 July 2021 (2020 £Nil).

26. Analysis of changes in net debt

The charity had no debt during the year.

WOMEN'S TECHNOLOGY TRAINING LIMITED

England & Wales - Charity number 514972

Accounts

WOMEN'S TECHNOLOGY TRAINING LIMITED
(Company Limited by Guarantee)

TRUSTEES' ANNUAL REPORT AND ACCOUNTS

For the year ended
31 July 2020

Company Registration Number 01712569
Charity Number 514972

WOMEN'S TECHNOLOGY TRAINING LIMITED

Accounts

Year ended 31 July 2020

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Members of the Board and Professional Advisors Year ended 31 July 2020

Registered Charity name	Women's Technology Training Limited
Company number	01712569
Charity number	514972
The Board of Trustees	Liz Cross (Chair) Maureen Mellor (resigned 19/11/20) Sally-Anne Watkiss Lorna Rogers (resigned 25/02/21) Annette Hennessy Kate Fox Sara Lawton (resigned 25/02/21) Claire Ryan Emma Carey (appointed 29/07/20) Nina Roberts (appointed 29/07/20)
Company secretary	Pauline Phillips (resigned 19/12/19) Dana Nixon (appointed 19/12/19)
Chief executive	Claire Dove OBE, DL (resigned 31/07/20) Anne McColl (appointed 01/08/20)
Registered office	Blackburne House Blackburne Place Off Hope Street Liverpool L8 7PE
Statutory Auditor	Mitchell Charlesworth LLP Chartered Accountants Registered Auditor 5 Temple Square Temple Street Liverpool L2 5RH
Bankers	National Westminster Bank Plc 5 Oxford Street Liverpool L7 7HL
Solicitors	MSB Solicitors Ltd Silkhouse Court Tithebarn Street Liverpool L2 2LZ

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report Year ended 31 July 2020

The trustees, who are also directors for the purposes of the Companies Act, present their annual report and the audited accounts of the charity for the year ended 31 July 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) in preparing the annual report and accounts of the charity.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, the Charities Act 2011 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 United Kingdom and Republic of Ireland published in October 2019.

Trustees

The trustees who served the charity during the year were as follows:

Liz Cross (Chair)	Kate Fox
Maureen Mellor (resigned 19/11/20)	Sara Lawton (resigned 25/02/21)
Sally-Anne Watkiss	Claire Ryan
Lorna Rogers (resigned 25/02/21)	Emma Carey (appointed 29/07/20)
Annette Hennessy	Nina Roberts (appointed 29/07/20)

Trustees are appointed in accordance with the Memorandum and Articles of Association.

None of the trustees receive remuneration or other benefits for their work as trustees of the charity. Any connection between a trustee or senior manager of the charity with a company must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party.

Objectives of the Charity

The charity's objects and its principal activity continue to be that of providing training for women in areas where they are traditionally under-represented. It seeks to transform women's lives and encourage their independence through the provision of education, training and opportunities of every kind in an environment of equality and inspiration.

Public Benefit

When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit and in particular the specific guidance on charities for the advancement of education.

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of race, ethnicity, sexual orientation or disability.

It is a priority of the organisation that access to our services is not restricted to those who can afford our fees. Our concessionary fee policy contributes to the widening of access to the courses we offer and the facilities we provide. Our means-tested concessions for course fees assist approximately 60% of our student population. The Discretionary Learner Support Fund provided by the Education and Skills Funding Agency for students on our Further Education courses enables us to assist students to meet the costs of childcare, travel, learner and learning support. Students who attend our School of Social Entrepreneurs Programme also receive assistance from the Student Support Fund from our SSE Programmes. All our charitable activities focus on education and learning for women and are undertaken to further our charitable purpose for the public benefit.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Strategic Report

About Women's Technology Training Limited (Blackburne House Education)

Women's Technology Training Limited, more latterly known as Blackburne House Education (BHE) was established in 1983 with the aim of progressing women from disadvantaged backgrounds into employment within technical professions – an area in which, at the time, women were significantly under-represented.

The organisation grew quickly and considerably and, in 1991 we moved into new premises in Liverpool's famous Georgian Quarter. More than £4m was raised in order to breathe new life back into Blackburne House and the beautiful, Grade II-listed building then became our new home.

Today, Blackburne House Education and our School for Social Entrepreneurs is a vibrant and thriving organisation and one of the country's leading education centres. Over the years, through our sister organisation Blackburne House, we have established a number of successful social enterprises that support our educational aims and provide tangible examples of how new markets can be used to serve local communities.

Attracting thousands of visitors each year, our facilities now include a thriving bistro and cafe, wellness centre, conference and events facilities and a 36-place nursery. Blackburne House has received local, national and international recognition for the work that we do in education and in June 2015 we were granted Freedom of the City in recognition for our services in Education for Women across Liverpool and the wider Merseyside area.

Our Vision and Values

Our vision is to educate and up skill women so that they can pursue professions in every sector and at every level, where women are still typically under-represented. We aspire to give confidence to the women we work with, so that they can go on to live independent lives, believe in their dreams and achieve their ambitions. We want to inspire our women to believe that anything is possible. We want to instill a culture of empathy and understanding; of inclusion and acceptance. We want to overcome prejudice, discrimination and adversity and create a positive and holistic environment where women can share, learn and grow.

We have a core set of values that is ingrained into everything that we do. Those values are integral to our organisation, helping to define our long-term aims and objectives and influence the way we work.

Inspiration

We provide the highest possible quality of inspirational education and development - and our teaching and working methods and our services and environment reflect this relentless commitment.

Transformation

We believe in using creative working methods to develop new and innovative ways of fulfilling and exceeding our financial, social and environmental aims -renewing and transforming our business and helping us to touch and transform the lives of everyone who works with Blackburne House.

Equality

Blackburne House is and has always been about holistic approaches to improving the lives of women - all women. We constantly build on the diversity and range of our services including support and education services for children and men, where these will contribute to improving the lives of women.

Independence

As well as helping our students and service users to develop their own independence, our charitable and commercial activities all operate to continuously improving business standards - to deliver the independence of Blackburne House.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Activities, achievements and performance

The organisation previously contracted with The Education and Skills Funding Agency (ESFA) to deliver excellent results for students. We continue to develop and expand curriculum, training methods and our project portfolio in line with the needs of students, employers, the LEP, government initiatives and local Industry growth agendas. From 2019/20 academic year the Government has devolved the Adult Education Budget (AEB) in Liverpool City Region to the Combined Authority. This means that for the first time, the Liverpool City Region will have the opportunity to tailor the skills and adult education system to better address local priorities.

Our School for Social Entrepreneurs continues to be highly successful in delivering programmes that attract and develop learners who want to pursue self-employment with a social impact. We invest in individuals from all backgrounds who have practical ideas for change. Our vision is of a fair and equal society where the potential of all people is fully realised.

Since the beginning of 2020, the COVID-19 pandemic has severely impacted many local economies around the world. Measures taken by governments to control the spread of the virus have included lockdowns, travel bans, quarantines, social distancing and closing of non-essential services and this has resulted in many businesses having to cease or limit their activities for long or indefinite periods of time resulting in an economic slowdown. We have responded quickly and adapted, utilising government grants and support, working with funders and strategic partners that seek to stabilise education delivery and enhance social impact and sustainability. Given our proven track record, depth and reputation in the local community we are well positioned to continue to serve the women of Liverpool and the local community. The Board continue to review our post Covid-19 recovery plans and shape the business so that we can focus our efforts on mission led, sustainable portfolios that support the vision to empower women.

Education

Blackburne House is an Outstanding Grade 1 (OFSTED 2016) Voluntary and Community Independent Provider, supporting the learning aims of Liverpool City Region residents for almost 40 years. We stand out as an educational establishment that welcomes all people to develop and improve their quality of life and that of their families. During the educational period we had 574 adult learners (2019 - 540) which represented 1,232 course enrolments (2019 – 999) into Blackburne House Education and to put this into the context of the priority provision:

- 79% of learners (2019 – 82%) are from high deprivation areas; of which 56% (2019 – 74%) were from postcodes ranked in the top 5% most deprived in England
- 51% (2019 - 50%) of learners are women from non-white ethnic groups (Black, Asian, Mixed, Other)
- 24% (2019 - 13%) of our learners had learning difficulties or disabilities

Independence, transformation, inspiration and equality through education is the pulsating heartbeat of Blackburne House Education. This clear vision and mission is translated and embedded at every level and within every area of the organisation. Blackburne House Education has successfully delivered skills and education contracts for almost 40 years and has been privileged to witness the transformative effects of educational achievement within a highly supportive environment. Learning is a celebration; we acknowledge the journey our learners take, many from what is deemed a very low starting point. Our mission is: To provide education for women who are disadvantaged, to encourage and enable them to develop to their full potential through the provision of high-quality learning provision and facilities.

Blackburne House Education is situated in Toxteth, one of the most deprived areas of Liverpool, however, our delivery also spans across the broader City Region. We continue to effectively engage with deprived and BAME communities, providing support and removing barriers to education. We proudly promote Equality & Diversity with a very strong representation from the Black, Asian and minority ethnic (BAME) community.

A significant number of learners are refugees, asylum seekers, lone parents, long-term unemployed, carers or women who have not previously achieved any qualifications. Courses on offer are primarily for adults, mainly women, with a number of women aged 16 to 18 accessing study programmes or Traineeships within the centre. Our learners can choose to enrol on to a range of programmes, which includes Interior Design, Teacher Training, Holistic Therapies, Healthcare, Business, Access to HE, ESOL, GCSE and Functional Skills. The curriculum is designed to align with the city region priorities and is responsive to the needs of local people and local businesses. Our mission is to provide tailored skills and learning to engage people and support them into meaningful employment and/or further education and skills.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Education (continued)

We recognise in our ever-changing culture and environment the importance of resilience and confidence alongside qualification achievement; therefore, we have strengthened our delivery with substantial health and well-being programmes enabling the transformation of lives. During this academic year, recognising the mental health impacts the Pandemic had on our learners, we worked with funders to grow this portfolio, targeted to support our learners and local women, specifically BAME women.

For the 19/20 academic year we continued to implement a full-time delivery programme, mapped against local needs. In March 2020, we had to immediately respond to the national lockdown in a way that would ensure that learning opportunities could continue to be provided to as many learners as possible and that learners were supported with the subsequent barriers that were presented.

The majority of lessons swiftly moved online, showing the teaching teams ability to flex and adapt and remain responsive in support the learners through this difficult transition. Remote delivery has posed a number of challenges which included technology issues, learners struggling to focus due to home schooling and heightened levels of mental ill-health, all impacting the learners' ability to remain engaged.

Course content may be easily delivered remotely, but the learners who typically enrol on these courses may not benefit as much as they would in a traditional classroom setting. Courses with practical elements face challenges with delivery and learning in this way. For some learners, social interaction is a major factor in their decision to return to education and whilst it is possible to replicate this in a virtual classroom, it simply 'feels' different for some, meaning that the positive impact is reduced.

There have however been many benefits from adapting to remote learning. Staff have quickly upskilled at using technology to support their role which drives efficiencies as we move forward. Using remote teaching methods also enables us to offer flexibility to learners which can continue into 2020/21. Where sessions are recorded, learners can revisit lesson content in a way that is not possible with traditional classroom learning. It also allows absent learners to access sessions at a different time and enables non-intrusive remote observations to take place.

As we move forward into 2020/21 and beyond, remote delivery (post-Covid) is likely to continue along with face to face classroom learning, prioritised based on a learner-centred approach to ensure maximum benefit.

Traineeships

Blackburne House Education launched its Traineeship programme in 2017, funded through the ESFA for 16-19-year olds, which has since grown in strength and reach to support young people with the key skills of Math's and English and substantive work experience leading to full time employment or an Apprenticeship. Traineeships enable young people to gain much needed confidence and belief in themselves coupled with relevant qualifications through vocational and academic routes to enable them to progress and exceed their own expectations.

Quality and performance

Board members and Senior Managers live the values of the organisation, providing a clear and consistent mission and vision, which translates to high quality delivery to all learners. The Education & Quality committee annually agree and set key quality and performance targets for the academic year, which are scrutinised at committee and senior management meetings. The views of learners are used to identify areas for improvement or any areas where good practice can be shared, which supports improvements to teaching, learning and assessment and the environment.

Learners commend the niche-learning environment provided by Blackburne House, it is a place where they feel accepted, safe and inspired. Leaders and managers collaborate effectively with Liverpool City Region (LCRCA) colleagues to align curriculum, with skills priorities. Programmes are responsive, designed to meet the needs of local people and employer priorities. We have clear progression routes in place, which have been realised from entry level through to higher level qualifications.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Quality and performance (continued)

We are committed to safeguarding and promoting the welfare of our students and expect all of our staff, trustees and volunteers to share this commitment. Safeguarding of children, young people and vulnerable adults continue to be important to the organisation, and we take seriously our duty to comply with the Safeguarding Act 2015. The Board of Trustees and staff have undertaken training in this area and continually review our performance and ability to adapt and respond, particularly with the additional challenges brought about by Covid and delivery of services online. Our Board and the Education & Quality Committee closely monitor our policies and procedures and the organisation has an appointed Designated Safeguarding Officer. We have continued to adapt our safeguarding policies in light of Covid19 impacts around digital and online safety and are providing additional support for mental health and wellness through our Counselling portfolio.

Our quality of education for 2019/20 reflects the adaptability and flexibility shown by tutors to enable students to progress in difficult circumstances. However, the issues presented by the lockdown in terms of engaging learners, collecting evidence for grades and delayed courses (and our subsequent ability to host exams in continuing uncertain circumstances) have impacted on the overall achievement rate this year. 90% of our learners are women who have been disproportionately affected by the pandemic given caring and home-schooling responsibilities typically lay with the females in the households impacting on their capacity to engage in their own studies.

Given these significant factors, our achievement data is understandably lower than previous years at 59.6% (2018/19 71.2%),. Within these statistics, we are proud to report that there are no significant differences in the achievement of different ethnic groups. There is also no significant difference in the overall achievement of learners who identify a difficulty or disability compared to those who do not.

Blackburne House Education has an established support service that provides wellness interventions to our female learners and the local community. As a consequence of the pandemic, coupled with prolonged lockdowns, and the Black Lives Matter campaign manifesting key triggers, we identified a significant mental health decline amongst local women. We recognised the urgent need to scale up our wellbeing and counselling interventions and with the support of a number of funders, we have been able to increase our services to respond to this demand. Since scaling up our service we have supported in excess of 2000 women and we plan to grow this service to ensure we are able to continue to provide interventions that address the complex needs that are emerging.

Education through enterprise

Blackburne House Education takes an enterprising approach to teaching and learning. Enterprise encourages people to learn and develop in a way that meets their needs and develops skills for learning, skills for life and skills for work. The world is changing rapidly, and people need to be prepared. They need to have the skills and attitudes to cope with an unpredictable future, to be able to deal with setbacks and disappointments in a positive way and to continue to learn for the rest of their lives. Whenever possible, we utilise the resources across Blackburne House to provide our learners with real life opportunities to enhance their development and support them to become more influential in their own lives and the lives of others.

Careers & Employability

Blackburne House Education has employability built into all of its programmes. Sessions include applying for work, CV writing, ask the professional, communication for career progression, interview skills, confidence building and work experience opportunities. Our Health and Wellbeing support helps to build confidence and resilience to equip our learners with the life skills needed to adapt, thrive and cope with life crises.

Partnerships and collaboration

We engage with a number of partners such as Activ8, Bedspace, City Hearts, Merseyside Youth Association, Career Connect, Liverpool into Work, Liverpool Children's Centres, LCR and JCP to engage those with identified low attainment levels and those who are economically inactive. We have made new connections with Merseyside Police, specifically to support them in their Equality & Diversity agenda to recruitment women and BAME staff for programmes in 20/21. We have modelled our delivery to assure flexibility and responsiveness to potential learners who have previously found education challenging for a variety of reasons.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Activities, achievements and performance (*continued*)

We have further developed our links with local universities to support higher education progression pathways for our learners. We have particularly strong partnership with Liverpool Hope University and support their trainee teachers with placements that enhance their experience and personal development. We continue to develop and expand our education, training and project portfolio in line with the needs of students, employers, the Combined Authority, government initiatives and the local industry growth agendas.

School of Social Entrepreneurs (SSE)

Our School for Social Entrepreneurs North West (SSE North West) was launched in Liverpool in 2007 as part of the Blackburne House portfolio. We run practical learning programmes and courses to support people from all backgrounds to realise their potential and bring about lasting social and environmental change. Our programmes support the entrepreneurs to start, sustain, scale up and trade up social enterprises, charities and Community Interest Companies.

We support the development and growth of social enterprises as a means by which to address some of society's most pressing issues. We empower people from all backgrounds to create positive social change. Our programmes help individuals start, sustain, and scale social enterprises, charities and community projects. We help individuals build confidence and gain practical business skills.

We are committed to jargon-free learning delivered by experienced professionals and authentic social entrepreneurs. SSE uses an innovative learning approach, which focuses on real world issues and practices. To date we have supported over 1,250 social entrepreneurs who are working to improve communities and social issues across the country. We have continued to be the most popular and successful School for Social Entrepreneurs outside of London for the Lloyds Bank Social Entrepreneurs programme across the UK Network and our recruitment pipeline continues to be oversubscribed. During the period we continued to deliver:

- Lloyds Start Up and Scale Up and Trade Up programme to help people to start up and scale and develop existing social enterprises, charities, community projects and impact-led organisations
- Power to Change community business Trade Up programme to grow community businesses
- BEE You Project for young people, developing skills and product development in beekeeping and entrepreneurship
- An international women's programme in the middle east awarded by NAMA and in partnership with SSE UK to create and develop a world class Social Entrepreneurship Fellowship program for a cohort of 20 UAE Women
- Co-op Foundation environmentally focused Social Enterprises and Community Businesses programmes, supporting environmental social entrepreneurs across the North West, Midlands and Yorkshire and the North East.
- Support, advice and networking opportunities for our growing fellowship of social entrepreneurs and community business leaders

As we move into 2020/21 SSE will continue to deliver against the programmes in place. Growing the environmental programme through the Co-Op Foundation model, completing the Bee You programme and developing our place based community development further.

SSE students

There is no typical student at the School for Social Entrepreneurs. The people that attend our courses have ranged in age from 17 to 74 and come from diverse cultural and ethnic backgrounds. At the SSE we believe that passion for change is what matters most, not where you come from.

SSE Programmes

The School for Social Entrepreneurs North West is a people powered learning programme, which means that programmes are designed to respond to the learners' needs and expectations. Our courses contain a mix of delivery styles to engage, inspire and motivate participants who will be able to immediately apply what they have learnt to their own organisation

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued] Year ended 31 July 2020

The programme's different elements, alongside the peer support and learning gained from being part of a cohort, form a powerful process which helps develop the individual's skills, confidence and knowledge, and, as a result, also develops their project's effectiveness in helping to bring about sustainable change.

Throughout, participants are encouraged to foster a 'can do' attitude and to focus on delivering practical outcomes. The centrality of action learning within SSE programme means participants develop their business and life skills through applying their learning directly to the organisation that they are in the process of capacity building. This provides them with opportunities to trial new ideas, discover different approaches and learn through practice.

SSE's approach also addresses the unique pressures faced by individuals entering the social enterprise marketplace. A supportive framework provides participants with a safe space for honesty and reflection; participants share their experiences, resources, knowledge and challenges with their peers. The strong and resilient networks established through this process often continue to facilitate peer learning for individuals beyond the duration of their time at the SSE.

One in four SSE students have direct experience of the social issue they are seeking to address. As such it is important that our programmes empower them to become resilient social entrepreneurs who prioritise their own well-being. Programmes are designed to encompass the 5 Ways to Well Being, providing multiple opportunities for students to Connect, Take Notice, Be Active, Keep Learning and Give.

Financial review

The trustees' financial responsibilities include the solvency of the organisation, safeguarding the assets of the organisation and approving the annual budget. In approving the annual budget, we aim to set financial objectives, which are quantifiable targets against which we can measure achievement. To assist us in achieving these objectives, monthly management accounts are produced and discussed at Senior Management Team meetings. A formal cycle of reporting of management accounts has been established and includes bi-monthly meetings with the Finance & Resources Committee and the trustees. The Finance & Resources Committee continually review their reporting mechanisms to ensure financial planning is developed and enhances the opportunities of the organisation. The Finance & Resources Committee, under powers delegated to it by the trustees, regulate and control the finances of the organisation.

Covid-19 impacted the organisation during March 2020 with the government directive to cease face to face learning as we moved into a National Lockdown and to transfer our learning to virtual delivery. Although this was a very challenging time, we transitioned successfully to online teaching immediately and we continued to deliver remotely for the remainder of the curriculum year.

We worked closely with our funders and partners to ensure continuity of learning and to understand how Covid19 would impact our ability to deliver to full contract values. LCRCA recognised that many of our learners would struggle to remain on courses and that recruitment would be impacted as a result of learners not being able to physically access services. LCRCA provided Covid Relief Funding that allowed us to draw down full contract funding, despite areas of under delivery, in recognition of the challenges facing colleges and learners. This was also to ensure sustainability of service beyond the pandemic and to protect organisations against the financial challenges faced.

In addition to our Adult Education contracts, we secured three pilot programmes through LCRCA to deliver pre-access level education to support learners engage at pre-entry level. This involved pre-access Pilots in ESOL, GCSE Maths and English, targeted to improve pathways into education and outcomes. Throughout the year we continued to deliver against our 16-19 provision and scaled up our Bee You Environmental programmes in line with funder support to ensure continuity of cashflow and funding through Covid-19.

Within SSE our Power To Change funded Community Place Based Trade Up programmes continues to develop and is oversubscribed, indicating the demand for alternative pathways to entrepreneurship and we are renewing our Co-op Environmental Entrepreneurs Programme in addition to delivering against our fully integrated Lloyds Programmes.

We have been successfully delivering Mindfulness and Counselling sessions to our learners and women in the community for a number of years. When Covid-19 impacted, we evidenced higher levels of declining mental health and wellbeing in women and as a direct consequence of our prior experience and position in the Community, we secured additional funding to deliver counselling and wellness interventions remotely.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2020

During the year Women's Technology Training Limited received a Capital Investment Grant from Liverpool City Council of £223,930 (2019 £418,872) to carry out Leasehold refurbishment works to fit out the building located at Falkner Street.

Given our ability to adapt our education delivery during the pandemic, expand our services, particularly around Counselling, and work with our funders through the pandemic, we have been able to secure a small surplus of £12,993 for the financial year to July 2020.

Our plans for the future

Our Education contracting moves into the second year of devolution through Liverpool City Region Combined Authority during 2020/21 and we continue to work closely with the City Region to map out curriculum plans against local priority areas, regularly assessing delivery and flexing plans based on the changing external environment.

All aspects of the curriculum have been designed to incorporate wraparound skills, employability, wellbeing & personal development and progression with support elements. We continue to prioritise Equality & Diversity by providing our students with expert training around this during their induction across all programmes. Many courses have direct progression routes into further qualifications at Blackburne House. We plan to provide a blended delivery approach as we move out of lockdown and where it is safe and beneficial, we will integrate learners back into the classroom and prioritise learning that focuses on practical skills and assessment.

For the financial year 2020/21 we have secured a £670k Adult Education contract through LCRCA, along with a growth contract of £54k to deliver higher level ESOL adult courses. We are working to deliver two Pilot Courses for £95k and are seeking to contract for a 3rd Digital Innovation Pilot for £45k. We have an additional £100k learner and learning support fund and we are delivering on our 16-19 year old Young Persons contract, along with the provision of higher level advanced learner loan courses. We have agreed with our existing funder, The Wildlife Trust to scale up the remaining budget and activity for the Bee You project that is due to end in June 2021 and in the instance that the Pandemic slows down the sighting of hives and course delivery, we have agreed to an extension to the programme for a further 6 months.

Covid has and will continue to significantly impact women disproportionately, particularly BAME women. Many of our learners are parents and single mothers and the lack of childcare support during lockdown has impacted their ability to sustain and gain personal development. More significantly, it has had a detrimental impact on our learner's mental health. Women are presenting to us with debt, hardship, housing issues, trying to leave abusive relationships, have been trafficked or have no recourse to public funds.

In order to remove barriers to education and support the women in our community, particularly during the pandemic, we have strengthened our Wellness and Counselling services and have secured significant funding to scale up delivery into 20/21 and 21/22. We are now able to provide the immediate support required and as a direct result of our interventions we are evidencing the following:

- Reduced waiting times to access counselling services
- Reduced isolation and Increased confidence and a feeling of connection
- Gained long term cope and recovery strategies
- Improved wellbeing and a sense of hope about their future
- Higher progression to our education programmes which increases life chances and financial independence.

In addition to the growth of our Wellbeing and Counselling Portfolio, we were successful in partnering with The Smallwood Trust to become a Community Grant Partners. We operate as a grant giver to provide small cash grants to individual women to help them overcome personal and financial barriers, helping them to make changes in their lives. The impact of this on our women has been significant and we are in discussion with the Trust to shape their grant giving priorities further in light of our community roots, connections and access to the women who require their support most.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2020

Our plans for the future (continued)

The leasehold fit out for the building in Falkner Street continues into 2020/21, supported by Capital Grants from Liverpool City Council. The impact of Covid has meant delays to the construction programme of works and we are currently working with the City Council to agree a way forward in light of the economic impact of the pandemic on our plans, along with the changing requirements for physical space utilisation going forward.

The financial projections for 2020/21 and 2021/22 have been prepared, taking into account the impact of Covid-19 and the opportunities to strengthen our offer through strategic partnerships commenced during 2019/20. They reflect our ability to adapt to the landscape in a strong and progressive manner in support of our learners and community.

Our future plans focus on strengthening our core offer of Education, allowing us to continue to deliver the vision of the organisation. We will continue to provide the vital community and learner services that build resilience and independence for women. We have shown resilience and flexibility to respond in a way that drives impact for the individual and for the local community and economy.

Remuneration of key management personnel

The trustees consider the Chief Executive and the Senior Management Team to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

It is the charity's policy to pay staff at rates reflecting the local market and in line with similar organisations.

Reserves policy

The organisation's reserve policy has been reviewed in line with guidance from the Charity Commission. It is the policy of the organisation to maintain unrestricted funds, which are the free reserves of the organisation at a level that equates to three months liquidity requirements. The trustees have reviewed the value of reserves required and have set the desired value of the reserves at £150,000 (2019 £150,000) to reflect current level of overheads. This provides sufficient funds to cover management, administration and support costs for the development of our principal activities to enable us to provide a high-quality service to our stakeholders.

The trustees acknowledge that the level of unrestricted free reserves of £139,205 (2019 £113,071) have not reached the desired level, but they are confident that future profit projections facilitate this. The trustees continue to monitor the situation and have reviewed and agreed the strategy and priorities that align to this objective as we move forward.

Risk policy

The trustees are responsible for overseeing the risks faced by the organisation. Detailed considerations of risk are delegated to the Senior Management Team. Risks are identified, assessed and controls established throughout the year. All significant activities undertaken are subject to a risk review and reviewed by the Finance & Resources Committee. Systems have been established to mitigate the risks and the Senior Management Team regularly reviews the risks and takes any action identified.

Investment powers and restrictions

Under the Memorandum and Articles of Association, the charity has the power, to invest or deposit funds in any manner only after obtaining advice from a financial expert and having regard to the suitability of investments and the need for diversification. The trustees, having regard to the liquidity requirements of operating the charity and to the reserves policy, do not consider it necessary to invest in a portfolio of investments, but instead have operated a policy of keeping available funds in an interest bearing deposit account and seek to achieve a rate of deposit interest which matches or exceeds inflation as measured by the retail price index. Invested funds are held on deposit in a high interest savings account for use as and when necessary.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2020

Environmental policy

The Board of Trustees and Senior Management Team are committed to the objectives of sustainable development and to achieving environmental best practice through all business activities whenever practical to do so. We operate an active and practical leadership policy in respect of environment management as a business function. We recognise that a concerted approach must be adopted to prevent pollution, minimise waste and achieve continual improvements in environmental performance.

Women's Technology Training Limited is committed to a structured approach to the management of its activities, ensuring it complies with or exceeds applicable environmental legal requirements and all other relevant requirements and recognised best practices, which are related to our environmental aspects.

Structure, governance and management

Governing document

Women's Technology Training Limited is a charitable company limited by guarantee (No. 01712569), incorporated in England on 6 April 1983 and registered as a charity (No. 514972) on 3 April 1984. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. On winding up of the company each member will contribute £1.

Organisation

The Board of Trustees administers the charity. The Board meets bi-monthly and there are sub-committees covering Education & Quality and Finance & Resources. Task Force Committees are temporary committees created to focus on particular areas from time to time, for example, in the wake of Black Lives Matters, we have an EDI Task Force to ensure the appropriate focus and governance oversight is created in this specific area. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations the Chief Executive has delegated authority, within terms of delegation approved by the trustees for operational matters including finance and to provide strategic directions for the organisation, ensuring that its policies, systems, products and services are continually focused on achieving the organisation's mission, vision and values. Business planning for all aspects of the service provision is carried out to ensure our operation is in line with our strategic intent. We champion the creation of a high performance, high empowerment culture to build sustainable advantage for the organisation. This ensures we remain competitive for funding and sponsorship and that we retain and expand our market position. Our aim is to ensure we maintain a positive reputation within the community, education and training sector and other market sectors within which we operate.

The Management Team

Day to day management of the charity is delegated to the senior managers. The current team is:

- C Dove - Chief Executive (retired 31/07/20)
- C McKenna - Director of Learning
- A Rushton - Director of Business Development
- A Deary - Director of Strategy, Planning & Business Support
- L Mairah - Director of Digital & Entrepreneurial Centre (appointed 1/2/20)

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2020

Trustee appointment, induction and training

The Board adopts a strategic approach to trustee recruitment and when appropriate all vacancies are advertised within the community to attract trustees to serve on its board and also invite trustees to nominate prior to the AGM.

All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM. When considering co-opting trustees, the Board has regard to the requirements for any specialist skillset and competency needed that would enhance the organisation's ability to deliver on its strategic goals. Board members come from a variety of backgrounds and it is this variety that adds value to the organisation. However, we recognise that our expectations are high and the demands we place on the Board are considerable, therefore we feel that it is important to support all Board Members with the training and development they need to complement and supplement their current skills and competencies.

The induction programme aims to give the new member an understanding of the work of Blackburne House Education and to help recognise how they can make a significant contribution to the organisation during their term of office. New trustees undergo an orientation programme to brief them on their legal obligations under charity and company law, the contents of the Memorandum and Articles of Association, the committee and decision-making processes and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events and internal training and briefings where these will facilitate the undertaking of their role.

Related Charities

Women's Technology Training Limited is related to Blackburne House by virtue of common directors, influence and shared resources.

Statement of trustees' responsibilities

The trustees (who are also directors for the purposes of company law) are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare accounts for each financial year, give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing these accounts, the trustees are required to:-

- Select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts;
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Trustees' statement of disclosure of information to the auditors

Each of the persons who is a trustee at the date of approval of this report confirm insofar as they are aware that:-

- there is no relevant audit information of which the charity'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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

Auditors

A resolution for the re-appointment of Mitchell Charlesworth LLP will be proposed at the forthcoming Annual General Meeting.

Approval

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein in our capacity as company directors.

SIGNED BY ORDER OF THE TRUSTEES

Registered office:
Blackburne House
Blackburne Place
Off Hope Street
Liverpool L8 7PE

Dana Nixon
COMPANY SECRETARY

Approved by the trustees on 30 March 2021

Mitchell Charlesworth LLP

Chartered Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2020

Opinion

We have audited the accounts of Women's Technology Training Limited (the 'charity') for the year ended 31 July 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the accounts, 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2020 and of its 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 and the Charities Act 2011.

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 Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

Mitchell Charlesworth LLP

Chartered Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2020 [Continued]

Other information

The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the accounts 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 accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts 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 there is a material misstatement in the accounts or a material misstatement of the other information. 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 trustees' report, which includes the directors' report for the financial year for which the accounts are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 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 accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustee' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Mitchell Charlesworth LLP

Chartered Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2020 [Continued]

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 purpose of company law) are responsible for the preparation of the accounts 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 accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the charity'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 company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report 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 accounts.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees 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 charity and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Mr Philip Griffiths
Senior Statutory Auditor

30 March 2021

On behalf of Mitchell Charlesworth LLP
Statutory Auditor

3rd Floor
5 Temple Square
Temple Street
Liverpool
Merseyside L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Income from:					
Donations and legacies	2	30,850	-	30,850	-
Charitable activities	3	<u>1,408,274</u>	<u>388,755</u>	<u>1,797,029</u>	<u>2,196,319</u>
Total income		<u>1,439,124</u>	<u>388,755</u>	<u>1,827,879</u>	<u>2,196,319</u>
Expenditure on:					
Charitable activities	4	<u>1,412,990</u>	<u>134,130</u>	<u>1,547,120</u>	<u>1,637,614</u>
Total expenditure		<u>1,412,990</u>	<u>134,130</u>	<u>1,547,120</u>	<u>1,637,614</u>
Net income/(expenditure) for the year	9	26,134	254,625	280,759	558,705
Total funds brought forward		<u>113,071</u>	<u>545,768</u>	<u>658,839</u>	<u>100,134</u>
Total funds carried forward		<u><u>139,205</u></u>	<u><u>800,393</u></u>	<u><u>939,598</u></u>	<u><u>658,839</u></u>

The charity has no recognised gains or losses other than the results for the year as set out above

All of the activities of the charity are classed as continuing

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2020

Comparative information for the year ended 31 July 2019

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Income from:				
Charitable activities	2	1,217,799	978,520	2,196,319
Total income		1,217,799	978,520	2,196,319
Expenditure on:				
Charitable activities	3	1,204,862	432,752	1,637,614
Total expenditure		1,204,862	432,752	1,637,614
Net income/(expenditure) for the year	8	12,937	545,768	558,705
Total funds brought forward		100,134	-	100,134
Total funds carried forward		113,071	545,768	658,839

The charity has no recognised gains or losses other than the results for the year as set out above

All of the activities of the charity are classed as continuing

The notes on pages 21 to 31 form part of these accounts.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Balance Sheet 31 July 2020

		2020		2019	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	11		803,282		548,768
Current assets					
Debtors	12	479,010		428,344	
Cash at bank		<u>14,792</u>		<u>16</u>	
		493,802		428,360	
Creditors: Amounts falling due within one year	13	<u>(357,486)</u>		<u>(318,289)</u>	
Net current assets			<u>136,316</u>		<u>110,071</u>
Total assets less current liabilities			<u>939,598</u>		<u>658,839</u>
The funds of the Charity					
Unrestricted	15		139,205		113,071
Restricted	16		<u>800,393</u>		<u>545,768</u>
Total funds	17		<u>939,598</u>		<u>658,839</u>

These accounts were approved by the trustees on and authorised for issue on 30 March 2021 and are signed on their behalf by:

Sally-Anne Watkiss

Company Registration Number: 01712569

The notes on pages 21 to 31 form part of these accounts.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Cash Flows For the year ended 31 July 2020

	2020 £	2019 £
Cash flow from operating activities representing a net (decrease) in cash and cash equivalents	84,825	(9,397)
Cashflow from investing activities		
Payments to acquire tangible fixed assets	267,766	(548,543)
Capital grants received	<u>(267,766)</u>	<u>545,768</u>
	-	<u>(2,775)</u>
Net (decrease)/increase in cash and cash equivalents	84,825	(12,172)
Cash and cash equivalents at 1 August 2019	<u>(70,033)</u>	<u>(57,861)</u>
Cash and cash equivalents as at 31 July 2020	<u>14,792</u>	<u>(70,033)</u>
Reconciliation of net income/(expenditure) to net cash flow from operating activities		
Net income for the year	280,759	558,705
Capital grant	(267,766)	(545,768)
Depreciation of tangible fixed assets	13,252	538
(Increase) in debtors	(50,666)	(77,887)
Increase in creditors	<u>109,246</u>	<u>55,015</u>
Net cash flow from operating activities	<u>84,825</u>	<u>(9,397)</u>
Cash and cash equivalent consists of:		
Cash at bank	14,792	16
Bank overdraft	<u>-</u>	<u>(70,049)</u>
	<u>14,792</u>	<u>(70,033)</u>

The notes on pages 21 to 31 form part of these accounts.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts Year ended 31 July 2020

1. Summary of accounting policies

(a) General information and basis of preparation

Women's Technology Training Limited is a company limited by guarantee and a registered charity incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are set out in the Trustees' Report on page 2.

The charity constitutes a public benefit entity as defined by FRS 102. 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) issued in October 2019, the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity 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 charity for particular purposes. The cost 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.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to special performance conditions and is recognised as earned as the related services are provided. Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainty of receipt and the amounts can be measured with sufficient reliability.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts Year ended 31 July 2020

1. Summary of accounting policies (*continued*)

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities includes costs associated with the charity including support costs as appropriate.
- Other expenditure represents those items not falling into the category above.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at the charity's registered office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

The analysis of these costs is included in note 4.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Capital expenditure on equipment is written off in the period in which it is incurred if purchased from grant income. Individual assets are capitalised on the balance sheet where their cost exceeds £100.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computers	10 - 33% per annum
Fixtures & fittings	10 - 20% per annum
Equipment	10 - 33% per annum
Leasehold improvements	5% per annum

(g) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts Year ended 31 July 2020

1. Summary of accounting policies (*continued*)

(h) 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.

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 receipts 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.

(i) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(j) Operating leases

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

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts
Year ended 31 July 2020

1. Summary of accounting policies (*continued*)

(k) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(l) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and before it meets the definition of a charitable company for UK corporation tax purposes.

(m) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist having due regard to the impact of COVID-19 as referred to in note 25. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts Year ended 31 July 2020

2. Income from donations and legacies	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Donations	340	-	340	-
Legacy	10,000	-	10,000	-
Grants receivable	20,510	-	20,510	-
	<u>30,850</u>	<u>-</u>	<u>30,850</u>	<u>-</u>
3. Income from charitable activities	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Liverpool City Region Combined Authority (formerly ESFA)	733,501	-	733,501	606,586
ESFA - Advanced Learner Loan	98,770	-	98,770	118,150
Liverpool City Region Combined Authority - Pilot Project	145,740	-	145,740	-
ESFA - Learning Loan Bursary	8,250	-	8,250	11,925
ESFA - 16-19 Programme Funding	114,403	-	114,403	152,119
SSE North West Sub Grant Year 7	-	-	-	26,399
SSE North West Sub Grant Year 8	-	34,813	34,813	36,991
SEE North West Sub Grant Year 9	-	18,310	18,310	-
P2C M&S Peer	-	-	-	10,500
Well Skelmersdale	-	-	-	15,247
SSE various	-	8,050	8,050	10,596
SSE Co-op Foundation	17,808	-	17,808	-
SSE NAMA	-	11,719	11,719	40,956
ERDF - New Markets Two	-	-	-	76
Our Bright Futures - Bee You Revenue	203,908	-	203,908	151,598
Our Bright Futures - Bee You Capital	10,081	-	10,081	45,601
FE Course fees	13,699	-	13,699	27,601
SSE North West Sub Grant Power to Change Reach Fund	14,950	78,627	78,627	30,095
Add: Deferred income released	-	-	-	39,594
Less: Deferred income	(96,678)	(30,530)	(127,208)	-
Other income	4,776	-	4,776	2,565
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	-	43,836	43,836	450,848
Liverpool City Council – Falkner Street	-	223,930	223,930	418,872
Merseyside Police & Crime Commissioner & Community Foundations	15,240	-	15,240	-
HM Government in Partnership with The National Lottery Community Fund	94,233	-	94,233	-
Steve Morgan Foundation	29,593	-	29,593	-
	<u>1,408,274</u>	<u>388,755</u>	<u>1,797,029</u>	<u>2,196,319</u>

£978,520 of the above income in 2019 was attributable to restricted funds and £1,217,799 of the above income in 2019 was attributable to unrestricted funds.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Year ended 31 July 2020

4. Analysis of expenditure on charitable activities	Activities undertaken directly £	Support costs £	Total 2020 £	Total 2019 £
College	1,082,077	465,043	1,547,120	1,637,614

£134,130 (2019 £432,752) of the above costs were attributable to restricted funds and £1,412,990 (2019 £1,204,862) of the above costs were attributable to unrestricted funds.

5. Allocation of support costs	2020 £	2019 £
Management salaries	176,946	113,457
Premises costs	183,743	115,619
Office costs	27,679	25,719
Depreciation	13,252	538
Professional	44,820	19,404
Other	10,169	9,147
Governance (see note 6)	8,434	8,824
	<u>465,043</u>	<u>292,708</u>

6. Governance costs	Unrestricted £	Restricted £	2020 £	2019 £
Audit and accountancy fees	8,434	-	8,434	8,824

7. Staff costs and numbers	2020 £	2019 £
The aggregate payroll costs were:		
Wages and salaries	818,364	678,783
Social security costs	63,423	51,731
Other pension costs	24,628	21,109
	<u>906,415</u>	<u>751,623</u>
Staff recharges	15,730	25,313
Total	<u>922,145</u>	<u>776,936</u>

The average number of staff employed by the Charity during the year amounted to:

	No	No
Number of technical staff	1	1
Number of administrative staff	15	17
Number of part-time tutors	18	17
Number of tutors	9	5
	<u>43</u>	<u>40</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Year ended 31 July 2020

7.	Staff costs and numbers (continued)	2020	2019
		No	No
	The number of employees, included in the above, whose emoluments, excluding pension contributions, fell within the following ranges, were:		
	£60,001 - £70,000	-	1
	£70,001 - £80,000	-	-
	£80,001 - £90,000	1	-
		<u> </u>	<u> </u>

8. Trustees' and key management personnel remuneration and expenses

No remuneration was paid to the trustees during the year for their services as trustees (2019 £Nil) nor were any expenses reimbursed (2019 £Nil).

The total amount of employee remuneration received by key management personnel is £176,946 (2019 £113,457).

The charity considers its key management personnel to comprise the Chief Executive, Director of Learning, Director of Projects and Business Development and Director of Strategy, Planning and Business Support.

9.	Net income for the year	2020	2019
		£	£
	This is stated after charging:		
	Staff pension contributions	24,628	21,109
	Depreciation	13,252	538
	Auditors' remuneration:		
	- as auditors	8,434	8,824
		<u> </u>	<u> </u>

10. Taxation

The company is exempt from corporation tax on its charitable activities.

11.	Tangible fixed assets	Leasehold		Computer	Fixtures &	
		Improvements	Equipment	Equipment	Fittings	Total
		£	£	£	£	£
	Cost					
	At 1 August 2019	418,872	5,740	138,793	31,858	595,263
	Additions	223,930	-	43,836	-	267,766
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	At 31 July 2020	642,802	5,740	182,629	31,858	863,029
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	Depreciation					
	At 1 August 2019	-	5,740	14,497	26,258	46,495
	Charge for the year	-	-	12,692	560	13,252
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	At 31 July 2020	-	5,740	27,189	26,818	59,747
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	Net book value					
	At 31 July 2020	642,802	-	155,440	5,040	803,282
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	At 31 July 2019	418,872	-	124,296	5,600	548,768
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Notes to the Accounts

WOMEN'S TECHNOLOGY TRAINING LIMITED

Year ended 31 July 2020

12. Debtors	2020 £	2019 £
Grants receivable	133,894	135,736
Trade debtors	46,156	123,145
Other debtors	272,763	141,808
Prepayments	26,197	27,655
	<u>479,010</u>	<u>428,344</u>

Other debtors includes a loan to Blackburne House of £58,710 (2019 £58,710) which is to be repaid as agreed by the trustees.

13. Creditors: Amounts falling due within one year	2020 £	2019 £
Bank overdraft	-	70,049
Trade creditors	57,164	176,758
Other creditors	92,845	16,300
Social security and other taxes	69,268	18,760
Deferred income	127,207	28,021
Accruals	11,002	8,401
	<u>357,486</u>	<u>318,289</u>

14. Commitments under operating leases	Assets other than land and buildings	
	2020 £	2019 £
At 31 July 2020 the charity had future total commitments under non-cancellable operating leases as follows:		
Within one year	4,852	8,806
Between two and five years	-	4,852
	<u>4,852</u>	<u>13,658</u>

15. Unrestricted funds	As at 1 August 2019 £	Income £	Expenditure £	As at 31 July 2020 £
General fund	113,071	1,439,124	(1,412,990)	139,205
	<u>113,071</u>	<u>1,439,124</u>	<u>(1,412,990)</u>	<u>139,205</u>

Comparative information in respect of the preceding period is as follows:

	As at 1 August 2018 £	Income £	Expenditure £	As at 31 July 2019 £
General fund	100,134	1,217,799	(1,204,862)	113,071
	<u>100,134</u>	<u>1,217,799</u>	<u>(1,204,862)</u>	<u>113,071</u>

Notes to the Accounts

WOMEN'S TECHNOLOGY TRAINING LIMITED

Year ended 31 July 2020

16. Restricted funds	As At 1 August 2019 £	Income £	Expenditure £	As at 31 July 2020 £
SSE North West Sub Grant - year 8	-	27,782	(27,782)	-
SSE North West Sub Grant - year 9	-	7,103	(7,103)	-
SSE NAMA	-	11,719	(11,719)	-
SSE various	-	6,050	(6,050)	-
SSE Power to change	-	68,335	(68,335)	-
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	126,896	43,836	(13,141)	157,591
Liverpool City Council – Falkner Street	418,872	223,930	-	642,802
	<u>545,768</u>	<u>388,755</u>	<u>(134,130)</u>	<u>800,393</u>

Comparative information in respect of the preceding period is as follows:

	As At 1 August 2018 £	Income £	Expenditure £	As at 31 July 2019 £
SSE North West Sub Grant - year 8	-	36,991	(36,991)	-
SSE North West Sub Grant - year 7	-	26,399	(26,399)	-
SSE NAMA	-	40,956	(40,956)	-
SSE various	-	4,378	(4,378)	-
ERDF	-	76	(76)	-
Liverpool City Region - Single Investment Fund (Capital Investment)	-	450,848	(323,952)	126,896
Liverpool City Council – Falkner Street	-	418,872	-	418,872
	<u>-</u>	<u>978,520</u>	<u>(432,752)</u>	<u>545,768</u>

SSE grants represent monies received for the running of the School of Social Entrepreneurs.

Liverpool City Region and Liverpool City Council have provided grants for the refurbishment of the Blackburne House building and the replacement of furniture and ICT equipment.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts Year ended 31 July 2020

17. Analysis of net assets between funds

	Tangible Fixed Assets £	Net Current Assets £	Total £
Unrestricted funds	2,889	136,316	139,205
Restricted funds	800,393	-	800,393
	<u>803,282</u>	<u>136,316</u>	<u>939,598</u>

Comparative information in respect of the preceding period is as follows:

	Tangible Fixed Assets £	Net Current Assets £	Total £
Unrestricted funds	3,000	110,071	113,071
Restricted funds	545,768	-	545,768
	<u>548,768</u>	<u>110,071</u>	<u>658,839</u>

18. Related party transactions

Women's Technology Training Limited is related to Blackburne House by virtue of common directors and influence. Both these charities operate from the same Registered Office. During the year Blackburne House charged Women's Technology Training Limited rent and services of £163,433 (2019 £108,419), childcare of £6,555 (2019 £14,241) and other administration, project and secondment costs totalling £140,575 (2019 £61,974). During the year Women's Technology Training charged Blackburne House £988 (2019 £1,445) for administration costs.

All charges include VAT where applicable.

During the year, the charity received £Nil (2019 £450,848) of capital funding for refurbishment work to the building which has been carried out through Blackburne House.

At the year-end Women's Technology Training was owed £214,052 by Blackburne House (2019 debtor £83,097).

Also included in debtors is a loan to Blackburne House of £58,710 (2019 £58,710 which is due to be repaid as agreed by the trustees).

19. Pension scheme contributions

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost change represents contributions paid by the charity to the defined contribution scheme which amounted to £24,628 (2019 £21,109).

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts Year ended 31 July 2020

20. Deferred income	Under 1 year	2020	2019
	£	£	£
At 1 August 2019	-	-	39,594
Additions	127,208	127,208	-
Amounts released to income	-	-	(39,594)
	<u> </u>	<u> </u>	<u> </u>
At 31 July 2020	127,208	127,208	-
	<u> </u>	<u> </u>	<u> </u>

Income has been deferred where it is received in advance of the period to which it relates or where performance of the activities to which it relates have not yet been undertaken.

21. Accrued funding commitments	Under 1 year	2020	2019
	£	£	£
At 1 August 2019	120,526	120,526	204,695
Additions	114,159	114,159	100,791
Amounts paid during the year	100,791	100,791	(184,960)
	<u> </u>	<u> </u>	<u> </u>
At 31 July 2020	133,894	133,894	120,526
	<u> </u>	<u> </u>	<u> </u>

Accrued funding commitments attributed to restricted funds is £19,735 (2019 £38,775) and £114,159 (2019 £81,751) was attributed to unrestricted funds.

22. Company limited by guarantee

The company is limited by guarantee and has no share capital.

On the winding up of the company each member will contribute £1.

23. Capital commitments

There were no capital commitments as at 31 July 2020 (2019 £Nil).

24. Analysis of changes in net funds

The charity had no debt during the year.