

SPEKE TRAINING AND EDUCATION CENTRE LIMITED

England & Wales · Charity number 516400

Details

Other names SPEKE YOUTH WORKSHOPS LIMITED

Status Registered

Legal form Charitable company

Company number [01702793](#)

Registered 1988-06-27

Register [View on the Charity Commission register](#)

Contact

Address SPEKE TRAINING & EDUCATION CENTRE
Unit House
Speke Boulevard
Liverpool
L24 9HZ

Phone 01514864933

Email speketraining@gmail.com

Website www.stec.org.uk

Activities

Objects: (I) TO ADVANCE EDUCATION AND RELIEVE NEED AMONG YOUNG AND OTHER UNEMPLOYED PERSONS RESIDENT IN THE AREA DEFINED THROUGH THE PROVISIONS (SAVE IN EXCEPTIONAL CIRCUMSTANCES FOR A PERIOD NOT EXCEEDING 2 YEARS IN THE CASE OF ANY ONE INDIVIDUAL) OF GAINFUL EMPLOYMENT AND OF SUCH TRAINING FACILITIES AS WILL ENABLE SUCH PERSONS AS AFORESAID TO ACQUIRE AND DEVELOP VOCATIONAL SKILLS; (II) TO TRAIN AND EDUCATION YOUNG PERSONS RESIDENT IN THE AREA THROUGH THEIR LEISURE-TIME ACTIVITIES AND THROUGH THE PROVISION OF EXPERIENCE OF REGULAR WORK FOR SUCH PERSONS WHO WOULD OTHERWISE BE UNEMPLOYED SO TO DEVELOP THEIR PHYSICAL, MENTAL AND SPIRITUAL CAPACITIES THAT THEY MAY GROW TO FULL MATURITY AS INDIVIDUALS AND MEMBERS OF SOCIETY AND THAT THEIR CONDITIONS OF LIFE MAY BE IMPROVED, (III) TO PROMOTE ANY CHARITABLE PURPOSE IN THE AREA IN PARTICULAR CHARITABLE PURPOSES DIRECTED TO THE BENEFIT OF THE PEOPLE SUFFERING THROUGH UNEMPLOYMENT THE ADVANCEMENT OF EDUCATION, THE PREVENTION OF ILL-HEALTH, THE RELIEF OF POVERTY, DISTRESS AND SICKNESS AND CHARITABLE PURPOSES CONNECTED WITH THE IMPROVEMENT OF THE ENVIRONMENT OF THE AREA.

Activities: STEC delivers Community Engagement, Adult and Community Learning, Community Support Projects, Managed Office Space and Business Support on a Social Enterprise basis, to promote inclusion, employability, lifelong learning and sustainability, with focus upon deprived communities in South Liverpool (eg Speke / Garston)

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** COUNTY OF MERSEYSIDE
- Liverpool City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£388,681	£427,735	-	-
2024-07-31	£315,421	£371,220	-	-
2023-07-31	£384,411	£386,742	-	-
2022-07-31	£355,417	£396,933	-	-
2021-07-31	£466,492	£379,109	-	-
2020-07-31	£928,073	£286,450	£1,396,863	10

Trustees

Name	Role	Appointed
Stuart St Vincent Fitzgerald	Chair	2019-01-18
Carie Lee		2021-02-05
DAVID HUNT		
Debbie Gayle		2024-12-18
Joseph William Cummings		2025-04-23
Lynn Lock		2021-06-22
Rev Edward Cain		2021-06-22
Rev Gareth Morgan		2020-12-01
Rev Philip Saltmarsh		2020-12-01

SPEKE TRAINING AND EDUCATION CENTRE LIMITED

England & Wales - Charity number 516400

Accounts

Registered number: 1702793

Charity number: 516400

Speke Training and Education Centre Limited

Independently Examined Accounts

FOR THE YEAR ENDED 31/07/2025

Prepared By:

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House
Matchworks Estate, 140 Speke Road
Liverpool
Merseyside
L19 2PH

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2025**

TRUSTEES

D Hunt
Rev E Cain
J. Cummings (appointed 25 April 2025)
K Lindop (resigned 18 December 2024)
L Lock
S St V Fitzgerald (Chair)
Rev P Saltmarsh (Deputy Chair)
Rev G Morgan
C Lee
D Gayle (appointed 18 December 2024)

SECRETARY

D Hunt

REGISTERED OFFICE

Unit House
Speke Boulevard
Liverpool
L24 9HZ

COMPANY NUMBER

1702793

CHARITY NUMBER

516400

BANKERS

Lloyds Bank plc, Co-operative Bank plc, TSB Bank

INDEPENDENT EXAMINER - Julie Guinan FCCA

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2025**

Matchworks Estate, 140 Speke Road
Liverpool
Merseyside
L19 2PH

Speke Training and Education Centre Limited

**ACCOUNTS
FOR THE YEAR ENDED 31/07/2025**

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FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/07/2025

The trustees intend that this annual report also serves as the Statutory Directors' Report.

PRINCIPAL ACTIVITIES

The principal activities of the charity in the year under review were the advancement of learning and the relief of poverty.

STRUCTURE GOVERNANCE AND MANAGEMENT

___ A1 Status and Governance ___

Speke Training & Education Centre (STEC) is a Registered Charity (516400) and is constituted as a Company Limited by Guarantee (Company No. 1702793). The Council of Management of STEC is comprised of the Trustees of the Registered Charity who also serve as the Directors of the Company Limited by Guarantee. Within this report, the term Trustee also constitutes the term Director and vice versa. Similarly, the terms Company and Charity are treated as one and the same.

The Council of Management holds the primary responsibility for deciding organisational strategy, the adoption of policies and the employment of staff who may deliver and support activities consistent with the objects of the Charity (as set out in Section B). From time to time, the Council of Management recruits new Trustees and the criteria to determine such appointments are based upon the qualities and merits of the applicant in respect of potential or capacity to support the Charity's strategic development or operational continuous improvement.

Collectively, therefore, the Council of Management of Speke Training & Education Centre consists of Trustees / Directors with particular knowledge of:

- The local communities served by STEC - primarily the Speke, Garston and Belle Vale wards within South Liverpool - with focus upon evolving demographics
- The Area, its Regeneration and Community Sustainability
- Training and Education
- The Community, Voluntary & Faith Sector
- Social Enterprise

Speke Training and Education Centre Limited

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

- Welfare to Work
- Anti-Poverty Initiatives
- Local Economy
- Small Business Support

Trustees have formally declared their eligibility to serve Speke Training & Education Centre both as Directors under the terms of the Companies Act 2006 and as Trustees under the eligibility criteria of the Charity Commission for England & Wales as set out in the Charities Act 2011.

Section B (Objectives and Activities) of this report sets out the charitable objects of STEC. These are summarised as The Relief of Poverty and The Advancement of Learning. In pursuit of these objects, the Council of Management is empowered to:

- Enter into contracts with National or Local Government Departments / Agencies (e.g. Liverpool City Region Combined Authority, Liverpool City Council), Colleges of Further Education, Local Regeneration Partnerships and other facilitative bodies.
- Apply to Trusts and other charitable grant-making bodies for support in delivering programmes of community learning and employability.
- Appoint qualified and competent staff in order to deliver programmes effectively and with quality as determined by the company's policy and practice in employment.
- Deliver a robust programme of continuing professional development in order that employees of the Charity may remain current and skilled whilst pursuing the furtherance of the Charity's objects and at the same time benefit as employees and citizens from the work of the Charity.
- Support the local communities in which the Charity practices through community development and facilitation services, education and employment interventions and environmental improvement projects.
- Promote the wider community, voluntary and faith sector through networking and partnership.
- Contribute to local business growth through the provision of workforce development programmes, managed office space, conference/meeting facilities, ICT support services, business administration, payroll services and employment linkage to assist recruitment.
- Promote the ideals and aspirations of sustainable and inclusive social and economic regeneration.

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

- Approve, publish, and review policies which comply with legislative and quality requirements and recommendations.

STEC has striven to realise the above charitable aspirations during the financial year August 2024 to July 2025 by delivering:

- Community Engagement and Support Projects

- Learning & Skills Programmes

- Business Support Services.

Boulevard Business Services Ltd

STEC's subsidiary company, Boulevard Business Services, remained dormant from a trading perspective. STEC owns the entire share capital comprising two £1 ordinary shares. STEC has increased the number of BBS Ltd Directors from the STEC Charity Trustee / Director cohort with the intent of achieving 100% alignment and with a 90% alignment achieved to date.

___ A2 Structure of Speke Training & Education Centre ___

Focusing upon the two charitable goals of Advancing Learning and Relieving Poverty, STEC retains a structure with two departments. The first department advanced learning through the delivery of Community Learning (now termed Tailored Learning) and the second focussed upon Property Services Administration. Whilst the latter underpins the STEC Community Learning contract delivery through its administrative offer, it additionally delivers a Premises Management Service connecting directly to the Poverty Relief Charitable purpose through the designation of STEC's premises as a Community Anchor Hub - all supported and sustained by a mixed economy tenant and partner cohort.

STEC's Community Learning broadly divides into three curriculum themes of Employability, Digital Inclusion, and Health & Wellbeing. This is complemented on-site by the delivery of wider curricula offered by partner learning providers (e.g. ESOL which is delivered as a Progression by Workers Educational Association and Liverpool Adult Learning Service).

To advance learning, STEC employed a Head of Curriculum (with Tutorial duties) and two full time tutors around this core. A cohort of sessional specialist tutors affords STEC's curriculum the flexibility to evolve in order to remain responsive to the needs of the local community, the local authority neighbourhood structure and local employers.

STEC's operation of a community anchor building offered managed office space for rent or conference facilities for hire. The on-site mixed economy accommodates over twenty-five organisations / activities with the majority of these being charities or not for profit organisations. In addition to Premises Management, STEC has provided Payroll Services to local charities. The rich diversity of community organisations on-site generates a range of social outcomes relieving poverty and improving quality of life for members of local communities which STEC serves. Within the Community Hub STEC has established the Social Space offering free accommodation to community groups and charities which are valued for their important social contribution and are worthy of STEC's free accommodation. During 2024-2025 The Social Space comprised Orchard Food bank, Liverpool Talking Newspaper, The Original Swap Shop, Merseyside Dementia Friendly Radio, Attitude Performing Arts Group, Speke Community Centre CIO, Manwell and Piotr Budh Albanian Heritage School. Two other groups THRED CIC and the Speke Harris Club concluded activities during the year. The STEC Social Space protects and nurtures these initiatives which would otherwise struggle to serve their respective communities / beneficiary cohorts.

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

___ A3 Management ___

STEC's organisational structure comprised the Chief Executive Officer, Mark Ord, with overall responsibility for strategy and day to day management of the centre.

The Council of Management met on the basis of a minimum eight-week cycle with meetings scheduled more frequently if required. Council Meetings were furnished with comprehensive Chief Executive's, Head of Curriculum and Finance Reports.

BUSINESS PLANNING AND RISK ASSESSMENT

___ A4 Risk Assessment ___

The Trustees felt that risk to the charity in 2024-25 had evolved to be very different from the risks faced in the previous five years which included the management of major site upgrades (the SIF investment, Frances Hunt Speke Community Memorial Garden) alongside the unprecedented challenges steering the charity through the Covid pandemic and aftermath years. With the post-Covid renewal and normalisation of society comes a reversion to more standard risks. These are in three main categories based upon the success of maintaining a staff team cohesively for four decades resulting in an ageing workforce (average age is 50) and a building which despite enjoying significant investment can still require major structural improvements to ensure activities are accessible to all, operate under health & safety guidelines and ensure safeguarding of users of the building. The other major risk is based around funding transition as certain established funding streams conclude and the new Government launches promised programmes. Trustees take seriously their responsibilities to regularly risk assess the charity's situation.

Ofsted Inspection had taken place in 2023 together with Matrix Accreditation which was renewed in 2024 and again 2025.

In conclusion, Trustees have ensured that all activities undertaken or facilitated by STEC are consistent with the two Charitable Objects of Relieving Poverty and Advancing Learning whilst constantly seeking new opportunities and innovative approaches for success and sustainment.

___ A5 Contracts ___

Trustees sign a Declaration of Interest at the commencement of each Council of Management Meeting. There were no contracts in which any Trustee/Director is or was materially interested either during or at the conclusion of the financial period 2024-25.

In addition, in accordance with the Memorandum and Articles of Association, there was no Trustee Remuneration during the period covered by this report.

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

In the preparation of this report, Trustees / Directors have taken advantage of the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

___ Section B Our Intent (Objectives & Activities) ___

Speke Training & Education Centre (STEC) aims to relieve poverty and advance learning. Within these broad charitable aspirations, STEC is primarily a charity of place because the goals of this charity and the activities which pursue these goals are integral to the area which the charity serves. Speke Training and Education Centre's Objects and Mission were initiated in the early 1980s by residents of Speke who sought a response to the acute levels of unemployment experienced by local Merseyside communities at that time with particular concern over the lack of opportunity for young people in Speke, Garston and Netherley.

Section B of this Trustees' Report requires an overview of the activities which the charity has sought to undertake during the financial year 2024-2025 in order to fulfill the charitable purpose. The Council of Management seeks to ensure that STEC should remain an active servant to the communities with the degree of self-determination to respond to changing needs of residents, households, community groups, charities and indeed small businesses. During the past forty years, the communities served by STEC have been successively afflicted by unemployment, multiple deprivation, local government austerity and Covid-19 and anti-social behaviour. It is true that improvements are manifest statistically where Speke is moving away from the position of highest deprivation, however East Speke has been selected as requiring Pride of Place investment. Throughout these decades, Trustees remain steadfast that STEC should fulfil charitable service to its core communities (primarily Speke but also Garston and Belle Vale).

In order to provide meaningful context to Section B and thus demonstrate value and impact of STEC's operations as set out in Section C, the Trustees have in recent years incorporated within the report a short history and description of the area in which the charity operates as it is both relevant and important to consider the socio-economic profile of Speke, thus providing important context to this report.

___ B1.1 The Communities we Serve - background ___

The establishment of the satellite township of Speke and the massive growth of population from under 400 in 1931 to 25,000 in 1961 took place within a planning context which balanced housing with employment and educational opportunity. The industrial belt adjacent to the Speke estate was called the engine room of Merseyside and incorporated representation from the automotive and pharmaceutical sectors.

Location on the urban periphery provided further diverse employment opportunities ranging from Garston Docks, to South Lancashire (particularly Cronton) Collieries to agricultural labouring opportunities. This was further consolidated by the location to the area of the Ford Motor Company. With the general perception that municipal housing was of a high standard, Speke was deemed a good place to live and to work.

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

This optimism was shattered in the 1970's and 1980's with the decimation of the local industrial base including closure of significant employers Dunlop and Triumph. Once the balance between employment and residence was fractured, the position of Speke as a peripheral suburb undermined the capacity of local residents to access areas of new or wider opportunities especially because the community suffered low car ownership levels. Therefore Speke's entrenched and protracted high levels of unemployment (which reached 60% in some parts of the area in the 1980's and 1990's) was responsible for causing deprivation across a broad range of indicators such as earnings/poverty, education, skills/qualifications, health, crime and housing.

When Merseyside's economy was identified as requiring European Objective One assistance because of the malaise of the sub-regional economy in 1994, Speke Garston was highlighted as the first priority regeneration area in Liverpool with the warning from Bob Lane, the Director of the Speke Garston Development Company that Regeneration would be a marathon not a sprint.

In 2004, Liverpool ward boundaries were changed and this placed Speke alongside St Mary's ward (Garston) to form a new Speke Garston ward (one of thirty wards across the city of Liverpool). Population growth necessitated the separation of wards under the 2023 Liverpool City Council reorganisation which followed the Caller Report.

___ B1.2 Ward Profiles ___

The May 2023 political transformation of Liverpool replaced thirty established wards with sixty four new wards as part of which Speke Garston was separated into two wards namely Speke and Garston but with some boundary extensions at the north end of Garston ward.

- In 2024/5, Speke remained the third most populous Liverpool electoral ward with 14,340 residents, just ahead of Belle Vale (13,653) but behind Norris Green and Kensington & Fairfield. However geographically, Belle Vale, Speke and Garston are more peripheral than Norris Green or Kensington & Fairfield so distance from certain democratic and support structures and services together with concentrated indices of deprivation impacted larger actual numbers of residents.

- The impact of Covid has been evident in life expectancy although slight reductions were experienced from a zenith of 77.42 years in 2018 to 77.32 in 2019 and then 74.81 in 2020. Speke ward now shows 75.6 years, contrasting with life expectancy in a more affluent ward such as Church, where the life expectancy was 84.86 years in 2020.

- The percentage of children in poverty exceeds the Liverpool average and is above twice the national average.

- Multiple Deprivation is diminishing in respect of IMD Tables and Speke ward which on more than one occasion held the dubious position of comprising the most deprived areas in England and Wales, is now tenth most deprived ward in Liverpool.

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

- Speke now has the fifth highest Universal Credit claimant count of sixty-four new wards in Liverpool. There is a long history of unemployment exceeding city and national levels and the unemployment rate is approximately 3% above the Liverpool rate whilst youth unemployment at the same time was nearly three times the city and national levels. Universal Credit can create a statistical ambiguity between unemployment and employment as it provides a mechanism for flexible working patterns. However of the Universal Credit cohort in Speke Garston, 37.79% were in employment which sits between the Liverpool rate of 35.32% and the national rate of 39.25%. This can be viewed positively although Universal Credit per se is evidence that either through patterns of instability or wage levels, the progression from households out of poverty is likely to be slow and tortuous. Underpinning this, the workforce analysis, illustrates a low proportion (13.3%) of residents employed in professional occupations / managers (in fact the second lowest in Liverpool) whilst reciprocally there is a higher than average representation of elementary occupations (31.5%) the highest in Liverpool for this indicator. This undermines continuity or stability of employment, frequency of agency casual contracts, inter-generational poverty of aspiration and actual poverty.

- Speke and Garston were however reunited within the Liverpool City Council devolution structures to 13 neighbourhoods and during 2024-5 Area Twelve comprised both wards under a Neighbourhood Manager and Team. Belle Vale together with Much Woolton and Hunts Cross was Area Ten

- In business terms, Area Twelve commands the third highest representation of business in Liverpool and if Area Ten is included, this rises to second highest representation of businesses in Liverpool.

- Census 2021 illustrated a changing national and city-wide demographic with 23% of the city identifying as other than White English / British. In Speke Garston there has been a trend towards increasing ethnic diversity so that 14.9% in the Census identify as non-White English / British from 9.1% in 2011 (10.1% in Belle Vale from 6.5% in 2011). In linguistic terms, the city-wide cohort of residents whose first language is not English is just under 10,000 with a quarter of these not being able to speak English well or very well. If this was applied to the new Speke ward, it indicates a potential ESOL requirement of around 500 people. However, the need for ESOL in Speke Garston was itself dramatically impacted by the arrival of two hundred Afghan Refugees housed in a local hotel following the mass-evacuation from Kabul in August 2021 and this has constituted a local need for STEC's Trustees and Management to respond to quickly between 2021 and 2023 when the closure of the bridging hotel resulted in the wider dispersal of the families.

Most recently, Speke was selected for both Cradle to Career Success investment and East Speke was designated a Trailblazer Pride of Place estate.

All in all, it is clear that deprivation has been protracted but it is also clear that the Speke and Garston communities are resilient, the population is growing and that whilst more endeavours are required for STEC to support, there are countless reasons for pride.

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

B 2 OBJECTS OF THE CHARITY

The Objects of Speke Training & Education Centre (STEC) are set out in Section 3 of the Memorandum of Association.

The Objects of Speke Training & Education Centre commit the charity:

- To advance education and relieve need (poverty) amongst young and other unemployed persons resident in the defined area, through the provision of training facilities, the promotion of employment opportunities and the development of vocational skills.
- To support any related charitable purpose directed to the benefit of people affected by unemployment, the advancement of learning, relief of poverty and the improvement of the environment.
- To assist, through training education and promotion of employment opportunities, the development of beneficiaries as positive members of their communities and good citizens.
- To contribute through training, empowerment and provision of resources to the regeneration of Merseyside in general and Speke Garston in particular.

The Trustees attach due regard and importance to the guidance published by the Charity Commission on Public Benefit and enshrine this guidance at the heart of all strategic planning and operational activities.

However the Goals of the Charity are crystallized into two broad purposes:

Relieve Poverty and Advance Learning.

___ B.2.1 Relief of Poverty ___

Trustees have for some time interpreted poverty in a multi-faceted sense comprising deprivation of finance, food, fuel; health inequalities (evidenced by life expectancy in poorer areas such as Speke), mental health challenges, social isolation / loneliness, digital deprivation and poverty of aspiration. Therefore Trustees are also clear that responses to poverty may take many different forms and require multi-organisational partnerships to make an impact. They are strategically determined that the enjoyment of their freehold on the STEC site should be directed to the relief of poverty within the communities the charity serves. This is manifest in the concept of the STEC Social Space which allows ten community-supporting charities or community groups free space either as donated office / studio or donation of rooms free on the basis that the groups' social contribution is of equal value to the financial contribution requested of tenants on the Social Enterprise Business Model. However this itself supports the Social Space as outlined in Section 1.

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

STEC aims to challenge poverty both through direct interventions (such as supporting economically inactive / unemployed or underemployed people towards or into employment or by promoting workplace advancement amongst those in employment) through hosting advice and guidance on-site for debt relief and benefits advice or through facilitating poverty-relief initiatives such as Orchard Food banks and The Original Swap Shop. STEC has developed its site as a multi-activity Community Anchor Hub with over twenty diverse mixed-economy partners as tenants, service deliverers and conference customers. Trustees advocate that STEC must always be a welcoming and safe place where individuals, families, community groups and local businesses can be supported and where local capacity can be built. In doing so, the Social Enterprise model also provides for STEC's own sustainability so that whilst STEC has a social space for those services which would struggle to contribute, for most charities and businesses it is both just and equitable that they contribute to the sustainment of the mixed economy and of STEC as a buoyant charity.

___ B.2.2 Advancement of Learning ___

Trustees have embraced three themes for learning:

- Raising Employability and Compliance
- Promoting Digital Inclusion
- Improving Well-being

Trustees justify their Clarity of Purpose or Intent for STEC's Community Learning Programmes because of the high levels of disengagement, economic inactivity, unemployment, underemployment, digital deprivation and the need for programmes promoting resilience and mental well-being. As stated above these issues are exacerbated by the peripheral geography of Belle Vale, Speke and Garston Wards at the southern extremities of the city of Liverpool.

C IMPLEMENTATION AND IMPACT

Section C Implementation and Impact 2024-25

___ C1 Relief of Poverty ___

Trustees recognise that poverty has many manifestations not only defined as relative/absolute poverty. While 2024-25 was again dominated by acute anxiety about the three Fs (Financial, Fuel and Food) and poverty, nonetheless, many residents had to cope with other forms of deprivation such as health inequalities, learning disabilities / sensory deprivation or factors generally undermining their quality of life such as social isolation, digital deprivation and above all, poverty of aspiration. Trustees have been obliged to ensure stability for STEC and at the same time provide continuity of community support services on-site. To a great extent, being trusted by community members as a go to place for advice, guidance, signposting or very practical help such as food or clothing provides testimony to the efficacy of STEC in this respect.

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

___ C1.1 STEC's Social Space ___

During 2024-25 the following charitable and community partners were supported by Trustees to impact the charitable aspiration of Poverty Relief;

i) Liverpool Talking Newspaper

This charity, based at STEC since 2002, was in its fortieth year when lockdown struck and was denied an anniversary celebration in September 2020. The Trustees and Volunteers recognised that many beneficiaries living with visual impairments were suffering isolation already which would be exacerbated if the Talking Newspaper ceased. They took the decision that when safe to operate from STEC, they would resume the delivery of services. Whilst the format changed, including musical recitals and local history lectures, the impact was extremely positive amongst over two hundred beneficiary listeners. The courage and endeavours of the Liverpool Talking Newspaper were recognised on 8th September 2021 by the presentation by the Lord Lieutenant of Merseyside on behalf of the late Queen Elizabeth II of the Queens Award for Voluntary Service. This is the highest award which any charity can achieve and has been a source of satisfaction and pride not only to STEC Trustees but also to the wider Speke Community. STEC and another tenant donated the space for the recording studio and administration centre and provided wider capacity-building support.

ii) The Original Swap Shop

This unique non-money economy project is now in its twelfth year. The Original Swap Shop volunteer team accommodated at STEC provide a safe and managed service for the receipt of donations including baby items such as cots, cribs, Moses baskets, toys, adult clothing and household items and for the attraction of hundreds of families in need per year who attend the weekly sessions. Donations of all sizes increased substantially during 2024-25 with more than twelve hundred beneficiary attendances. STEC provided the outlet space and a number of areas for storage. The project has a positive social media presence and has been featured in the Liverpool Echo and The Guide publication and reported on BBC Radio Merseyside.

iii) The Orchard Foodbank

STEC Trustees moved the Independent food relief charity The Orchard into STEC Social Space in 2023 having moved to STEC as a fully contributing tenant in 2019. During a crisis in food supply charity founder Trustee Alan McCarthy and fellow Trustees were purchasing substantial volumes of food for weekly distribution to residents of Speke and Garston. In this situation, it appeared somewhat incongruous that the impact of these charitable donations should be diluted by room rental charges.

iv) The Harris Club

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

In 2024, Speke's oldest charity established by Harry Harris in 1969 to support Disabled Adults in the Community, decided to de-register as a charity but continue as a community club. STEC's Social Space had enabled the charity to survive Covid 19 and the closure of Speke's Community Centre inside Parklands. The Harris Club have accessed STEC's Social Space for monthly Monday Committee meetings and for socials every Friday evening 7pm to 10pm. This supports constructive recreation and reduces isolation for twenty local residents with disabilities. It is worth acknowledging that had the STEC Trustees not embraced the principle of Access For All (epitomised by the installation of a lift), the accommodation of the Harris Club at STEC with all of its social value contribution to the quality of lives of local residents would never have been possible as all members suffer mobility impairments.

v) Speke Community Centre CIO

The impact of the lockdown and the lock out from Speke's Community Centre in Parklands necessitated the establishment of a new organisation to support older residents of Speke. In June 2020, STEC supported a group of local residents to establish Speke Community Centre CIO, a Foundation Charitable Incorporated Organisation with the purposes of reducing isolation and health inequalities in Speke. STEC has provided administrative space and support, a registered office facility, technical support and capacity-building including fund-raising. During 2024-25, this provided a local grants regime to challenge isolation and reduce health inequalities funding residents' excursions, meals, keep warm costs and foodbanks. Local veterans, churches and a well-being hub were also supported.

vi) Attitude Performing Arts Group

Emerging from the Covid Lockdowns and the de facto closure of Speke Community Centre in Parklands denying them access to their rehearsal space, Attitude Performing Arts Group was in danger of not being able to continue. They accessed STEC's Social Space every Saturday afternoon switching to Wednesday nights in 2024. This made rehearsals possible facilitating performances at Valley Theatre in Belle Vale, the Unity Theatre and the Epstein Theatre where they won an award. This supported over twenty local young residents in constructive recreation and confidence building.

vii) Merseyside Dementia-Friendly Radio

In spring 2024, Trustees extended an invitation to the Trustees of Merseyside Dementia Friendly Radio to establish a DAB Radio Studio in STEC under the auspices of STEC Social Space. Having effectively been without accommodation, this offer of free space has enabled this innovative initiative to support listeners mainly amongst the dementia community and their families. However with an array of respected local radio personalities such as Roger Phillips, Roger Hill and Charles Lambert, the audience is far likely to be more extensive.

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

viii) Manwell CIO

This male mental health charity has been welcomed to hold its meetings and utilise STEC as its registered office. Whilst the practical nature of its activities are largely outdoors and not delivered at STEC, nonetheless STEC Trustees have been happy to provide the foundation of a stable base for a range of valued wellbeing outcomes across Liverpool City Region.

viii) Pitr Budr Albanian Heritage School

In spring 2024, two Garston residents established an Albanian Heritage School for British children of Albanian Heritage. The Saturday afternoon cultural and language activities have proven so successful that the Albanian Ambassador to the United Kingdom and Ireland has visited twice.

___ C.1.2 Relationship and Impact between Advancement of Learning and Relief of Poverty ___

Section C2 describes in detail how STEC's main activities can reduce poverty. There are certain themes, activities and outcomes which will make a direct difference as follows - these transcend all three STEC Learning Themes

- Employment Outcomes
- Qualifications
- Recruitment initiatives (Skills Passports)
- Linkage to Volunteering opportunities
- Progression to higher level courses
- Digital Skills
- Improved Confidence
- Better Employability
- Improved Language (ESOL), maths and English
- Improved attitude to learning and work
- Better capacity for family support

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

- Being more active within the community

___ C.1.3 Community-Supporting Tenants at STEC ___

The following not for profit tenants adhering to a standard tenancy relationship with STEC provided community services which have made impacts upon improving the quality of the lives of local residents and challenging various manifestations of poverty:

- Children Heard And Seen provided support to families impacted by parental imprisonment
- Franchising Works provided free advice, guidance and training on self-employment to local residents
- Rise up Wellbeing Hub CIC provided wellbeing services
- Amanda's Day Service / Home from Home CIC offered social care and recreational activities for older adults. They relocated to Halewood in September 2024.

___ C.1.4 Community Services Offered from STEC ___

- SWAGGA (16 GP Practices) Social Prescribing Teams
- Liverpool In Work / Ways To Work (Three times each week)

This service focuses upon employability and removal of barriers to progression.

Councillor Surgeries resumed for the first Friday each month (Councillor Mary Rasmussen) of Speke Ward.

These strands of support in terms of advice and guidance are as important as the other projects because (as with learning) they offer longer-term routes out of poverty rather than the immediate alleviation offered by foodbanks and Swap Shop.

___ C2 The Advancement of Learning ___

During 2024-25, STEC delivered courses determined by the charity's three strategic themes of:

- Increasing Employment
- Promoting Digital Skills
- Improving Wellbeing

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

The Trustees of STEC formally record their gratitude for the support and encouragement of the following contracting bodies for their understanding of these evolving challenges as contractors attempted to fulfil works under these new realities.

- Liverpool City Region Combined Authority
- Liverpool City Council Adult Learning Service
- National Lottery Community Fund / European Social Fund (until 31-03-24)
- VOLA / Sefton CVS for United Kingdom Shared Prosperity Funding (UKSPF)
- Workers Educational Association
- The Good Things Foundation

___ C.2.1 Liverpool Adult Learning Service - Community Learning Programmes ___

The STEC Community Learning offer 2024-25 comprised two spatial projects which delivered STEC's three themes (Employability, Digital Inclusion and Health & Wellbeing). The two projects were:

- Community Learning for Speke and Garston (Target and Achieved 270 learners)
- Community Learning for Belle Vale (Target and Achieved 170 learners)

The total target was thus 440 new adult learners.

- Partnership

In 2024-25 these two projects embraced the historic community networks which had supported successful engagement and delivery in previous years. Engagement can be a challenge especially in the two most deprived wards of the South Liverpool suburbs so Partnerships were critical to the STEC model of delivery for engagement and widening participation within these two wards. Quality, Credibility, Reputation and Community Trust with such partners and with learners were of equal importance.

STEC Trustees extend enduring camaraderie and gratitude to the following partners who made successful community learning a reality through their support for STEC and active delivery of partnership activities during the academic year 2024-25:

- Speke and Garston Ward Partnerships

STEC's main partners in Speke and Garston are South Liverpool Homes (The Reach) in Parklands Library. We also partner:

Speke Training and Education Centre Limited

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Liverpool City Council Neighbourhood Team Area 12; Five Children And Families Trust, Garston Children's Centre, St Aidans and All Saints The Place to Be, St Ambrose RC Parish, We are With You (Formerly Addaction) which became CGL River in April 2025, Garston Jobcentre, St Ambrose RC Primary School, Middlefield Primary School, St Christopher's RC Primary School, Stockton Wood County Primary School, Speke Adventure Playground, Gemini Boxing Club, Employability Solutions, Speke House (Launchpad Veterans Accommodation and Support) Abbey Care Domiciliary Services, Speke ARCH, Speke Hall (National Trust).

- Belle Vale Ward Partnerships

Liverpool City Council Neighbourhood Team Area Ten, Netherley Youth and Community Initiative; Belle Vale Forum, SCCYP / St Cyril's Club, Belle Vale Children's Centre, Woodlands Community Centre, Dolan Court, Belle Vale Community Fire Station, Lee Valley Millennium Centre, Belle Vale Jobcentre, Standguide, St Gregory's RC Primary School, OLA Primary School, Norman Pannell Primary School, Belle Vale Primary School, Lee Valley Pensioners, Riverside Housing, St Stephens and St Mark's Parish Community, Our Lady of the Assumption Parish, Happy House Day Nursery; Gateacre Comprehensive School, ACE.

- Thematic Partnerships

Tom Harrison House (Veterans)

Transforming Choice (Recovery)

Homebaked CIC

Kitty's Laundry

Sahir House

Pagoda Arts Centre

___ C.2.2 Community Learning Intent, Implementation and Impact ___

The awarded contract required engagement and recruitment of 270 adult learners for Speke Garston and 170 for Belle Vale which totals 440 learners. The ward residential minimum threshold was 70%. Contracts were awarded on September 1st 2024.

___ C.2.2.1 OFSTED Inspection ___

The last full inspection in September 2023 focussed upon Liverpool Adult Learning Service but with significant scrutiny of sub-contractors thus involving STEC. The Lead Inspector spent time at STEC and STEC staff and learners were interviewed. The service was graded as follows:

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

Overall Effectiveness - Good

Quality of education - Good

Behaviour and Attitudes - Outstanding

Personal Development - Outstanding

Leadership and Management - Good

Adult Learning Programmes - Good

A letter from Head of Adult Learning, Elaine McCausland stated:

Hi Mark and all at STEC,

It was great to see you last week and to have a catch up with you and the really good work that you and the team do out in South Liverpool and surrounding areas / wards. During our recent Ofsted Inspection, I heard some amazing feedback from the inspection team, at the evening feedback meetings, about how your work really does help to change people's lives; truly transformational. I don't need the inspection outcome to tell me that though... our quality visits and learners tell us all the time that you are making a real difference. Adult and community learning is an enabler... and capacity builds beyond the classroom. We know that many of your learners go on to work in and around our local neighbourhoods, giving back..adult learning is an amazing service in the heart of the community. Please pass on my thanks to all the team, who work every day to help make a difference. I look forward to continuing to work with you over the coming year and working together.

Best wishes, Elaine.

___ C.2.2.2 Matrix Accreditation ___

One week after Ofsted, STEC was awarded the 2023 Matrix Award for information, advice & guidance (iag) with extremely complimentary and positive comments:

The difference the IAG makes to recipients and the overall impact Recipients of IAG benefit from a range of outcomes including identifying appropriate courses, improving employability prospects, completing courses, entering employment, setting further development goals and developing social contacts and activities. Case studies are often produced and published to highlight the achievements and progress of learners. Some of these outcomes (notably engagement in courses, completion of courses and passing qualifications) are robustly reported upon as part of funding providers' requirements. IAG makes a positive impact upon organisational performance of funded contracts. The effectiveness of IAG is considered in the organisation's evaluation of attendance, enrolment levels, learner retention and pass rates and numbers of learners entering employment or engaging in further learning.

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TRUSTEES' REPORT

- All learners interviewed reported feeling safe while undertaking their programmes. For some, this was in stark contrast to their feelings about society generally before joining a STEC programme; they had become disenfranchised with the national and local support infrastructure. This is particularly pertinent given the high proportion of vulnerable adults that engage with the service. Management recognises that feeling safe is an important enabler for service recipients

- An overt culture of wellbeing was evident. Learners and partner organisations felt that STEC were proactively promoting and achieving a sense of wellbeing. Many learners described how the support provided by STEC had improved their mindset and self-esteem and given them motivation to improve lifestyle and aspirations for work and learning. Staff also feel positively encouraged and supported to develop their mental well-being and resilience. Leaders (Trustees), Managers and Staff all proactively foster positive wellbeing in all their dealings with recipients, partner organisations and each other

- The impartiality and confidentiality of IAG support and staff integrity are recognised discreetly by recipients. Because recipients see for themselves that staff act diligently and in the interests of recipients, they tend to come forward and ask for support

- Partnership relationships are strong and collaboration is widespread. STEC are constantly monitoring the local support landscape to identify and engage with organisations that share their interest in community support. Funding agencies value the reach the organisation has into local communities and service recipients benefit from extensive and reliable signposting and referrals

- STEC demonstrates an altruistic attention to individual recipient needs, staff are diligent, attentive and patient in identifying needs not only at the beginning but throughout as needs evolve

___ C.2.2.3 Curriculum Distribution 2024-25 ___

Course Title Number % % Shift from 23-24

- Course Intent: Employability

Skills Passports 187, 42%, +9

ESOL 59, 14%, +5

Driving Theory 51, 12%, -1

- Course Intent: Digital

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Essential Digital Skills 39, 9%, +9

- Course Intent: Wellbeing

Build Your Confidence (Woodwork) 27, 6%, -5

Love Lash Lift 22, 5%, -12

Glass Engraving 18, 4%, -1

Skin Within 11

Viva Spanish 11, 3%, +3

Mindfulness 10, 2%, +2

___ C.2.2.4 Economies for Healthier Lives ___

STEC's participation in Liverpool City Region Combined Authority's Economies for Healthier Lives Programme had resulted in a number of practical interventions:

- Zoning the site with wellbeing areas such as the Frances Hunt Speke Community Memorial Garden and Rise Up Wellbeing Hub
- Introducing new curricular and cross-curricular options such as Nutrition for Health and new Wellbeing Options
- Developing and monitoring the Learning Barometer measuring the thematic priorities to learners

This barometer of Learner preference traces the primacy of Wellbeing alongside Employability.

Employability 56% in 2024 vs 68% in 2025

Digital UK SPF 9% in 2025

Wellbeing 44% in 2024 vs 23% in 2025

The significance of this tracking especially post-COVID is that in 2023, Wellbeing themed Programmes surpassed Employability themed Programmes. This has now returned to more traditional thematic choices in learning perhaps as the labour market has become more challenging for jobseekers.

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TRUSTEES' REPORT

In terms of Impact, the following outcomes were achieved:

Progression

Employment (Full-time / Part-Time / Job Transition and Self-Employed): Target 15%, Actual 25%

Volunteering in local charities: Target 15%, Actual 20%

Education: Target 30%, Actual 55%

Progression to Other Courses

Some learners may have more than one progression such as a job with learning or volunteering with learning. In the main, learning progressions were arranged with Liverpool Adult Learning Service and Workers Educational Association (WEA) .

___ C.2.2.4 Equality Outcomes ___

i) Engagement of BAME Learners

Target 19%; Achieved 26.4%

ii) Engagement of learners with Disabilities

Target 30%; Achieved 41.3%

iii) Engagement of Male learners (under represented in Liverpool)

Target 30% and achieved 29.5% increased by 3.5% from 2024

___ C.2.5 United Kingdom Shared Prosperity Fund Include -IT Mersey ___

- C.2.5.1 Intent

This Digital Inclusion programme was funded by United Kingdom Shared Prosperity Fund through Liverpool City Region Combined Authority sub-contracted to Voluntary Organisations Learning Association (VOLA). It succeeded the Include-IT Mersey Programme funded through ESF and National Lottery which delivered Digital Inclusion between 2017 and 2023. In terms of Intent, the shift to the auspices of Liverpool City Region Combined Authority allowed a refocus upon the purity of promotion of Digital Inclusion and whilst skills and economic outcomes were still reflected, a broader interpretation of eligibility opened the door for third age learners and indeed anybody aged 16+ to enrol (much more so than under Building Better Opportunities). This reflected more closely Mayor Rotheram's commitment to Digital Inclusion in his manifesto statement that - No-one should be left behind.

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Whilst the UKSPF Programme was originally earmarked to deliver Include-IT Mersey until March 25, the incoming Labour Government extended this to March 2026 (although this will then conclude the programme). The STEC contract has excelled on all levels in terms of engagement and quality of delivery. The targets were exceeded (149%)

Another feature of this project was that with Liverpool City Region Combined Authority's wider geographical footprint, there was a requirement to engage Knowsley learners in addition to Liverpool learners. This was in itself more challenging because STEC traditional territory focuses on South Liverpool. However classes were delivered in Huyton Library with provision then transferring to Kirkby post-year end.

- C.2.5.2 Implementation

Delivery took place in STEC, Lee Valley Millennium Centre, Woodlands Community Centre in Netherley, Dolan Court in Belle Vale and Belle Vale Community Fire Station. This project was delivered by two staff specialising in ICT and digital inclusion.

The delivery and implementation of Include IT-Mersey under UKSPF built upon the proven successful model for digital learning applied within Building Better Opportunities. Based upon STEC's South Liverpool Digital Inclusion Strategy - We are where you are - it comprised the following elements: i) Intensive guided learning and practice ii) Learn My Way plus enrichment (based upon personal priorities) iii) Digital Jobsearch iv) Access to progression to EDSQ where appropriate v) Drop-in Sessions for reinforcement and to practise application of digital skills vi) Designation of outreach locations in the community vii) Delivery in outreach locations – non-traditional learning venues such as community halls and tenant centres viii) Leverage of digital equipment into such community venues ix) Development of staff and volunteers in venues to become informal digital champions x) Linkage of new venues to City Region and National Digital Networks for their sustainability.

- C.2.5.3 Impact

It was regarded as a great bonus that Include-IT Mersey was extended beyond March 31st 2025 and it has allowed the project the continuity of delivery to reach 149% of profiled targets The impact recorded in the original evaluation of 2023 has been maintained and indeed expanded into new areas.

___ C2.6 The Progress Partnership (TPP) ___

This programme aimed at connecting economically inactive residents of Liverpool City Region to the labour market as measured by participation in education, jobseeking or moving into employment. This was funded through UKSPF and was sub-contracted by Liverpool City Region Combined Authority to Voluntary Organisations Learning Association (VOLA). This South Liverpool arm of the project was a collaborative between STEC and South Liverpool Youth Hub (managed by Employability Solutions Ltd) . STEC's contribution to the project was delivered by the Chief Executive Officer acting as a Key Worker. The role required a diverse range of activities including:

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The project required a dynamic and innovative approach to challenging the barriers to progression faced by people who are economically inactive because of:

- Health Problems
- Mental Health Conditions
- Incapacity for independent travel
- Living outside of the welfare and tax system
- Homelessness
- Substance or Alcohol Addiction
- Offending Patterns /history of imprisonment
- No work history because of historic family / caring duties (returners to the labour market)
- Skill deficiencies in independent living (basic cookery skills)

The STEC response has provided the following solutions:

- Information, Advice & Guidance
- Mentoring
- Travel buddying
- Interview support
- Sourcing education courses (basic cookery, ESOL, Computer Courses)
- Making the links between applicants and colleges
- Making the links with other support services (National Careers Service, Liverpool In Work, SWAGGA Social Prescription)
- Ensuring safety and safeguarding of participants (working with Whitechapel / Housing Options, referral to South Liverpool Domestic Abuse Project)
- Accessing state benefits correctly

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- Accessing specialist health advice and services
- Providing access to diversionary activities to promote physical and mental wellbeing (e.g., Manwell football and winter cricket sessions with Liverpool Cricket Club)
- Involving local councillors and MP where necessary

This was the first full year of delivery 2024-2025 and the project exceeded all its targets which were included in an independent evaluation conducted by Matt Ball. Two case studies were featured including Dawid and Nara. As an example of the breadth of TPP's activities we can share Dawid's story from the Evaluation Report. He had become economically inactive through a serious health condition. He was also technically homeless and sofa surfing with relatives. TPP helped him with i) benefits ii) housing applications iii) linkage to free private sector advice on his health which was offered within their CSR commitment iv) Computer Courses and v) Employability Courses. It will be some time before health allows him to resume work but he is undertaking education and volunteering and pronounced; STEC has been such a blessing.

___ C3 STEC Social Enterprise ___

STEC Tenants (not STEC Social Space):

- Amanda's Day Service - Social Care - CIC (relocated September 2024)
- CK Equine - Equestrian Equipment - Micro
- Franchising Work - Enterprise Support - Not for Profit Organisation
- IPC - Pest Control - SME
- Rise Up CIC
- Rt Hon Maria Eagle MP - Politics - Public Sector
- Maestro Music Academy - Music School - SME
- Nails by Christine - Nails Studio - Micro
- QED- Renewable Energy - SME concluded July 2025
- Strategic Ridge Micro-business
- Thermal Mapping & Validation - Pharmaceuticals - Micro

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- Children Heard And Seen - Charity

___ C3.2 STEC also hired conference and training rooms to the following organisations ___

- Liverpool City Council Area 12

- Liverpool City Region Combined Authority Cradle to Career

- Workers' Educational Association (WEA)

___ C3.3 Payroll Services for Charities and Community Groups ___

Payroll administration support was provided to the following organisations:

- The Minibus Agency

- ARCH

- Speke Children's Environment Committee (Speke Adventure Playground)

C 4 COMMUNITY SUPPORT ACTIVITIES

___ C4.1 STEC Social Space ___

Based on the concept that within STEC's Social Enterprise Model, tenants should contribute to shared site costs, the STEC Social Space, provides free accommodation and capacity-building for organisations and projects which STEC's Trustees deem worthy of such support because of their community contribution and social impact. This has expanded from its inaugural designation for Liverpool Talking Newspaper and now numbers ten organisations and projects as follows:

___ C.4.1 Social space Full Time Office / Studio Donation ___

- Liverpool Talking Newspaper

- The Orchard Foodbank

- The Original Swap Shop

- Merseyside Dementia Friendly Radio

Total in-kind value £10,752

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___ C.4.2 Social Space Donated Weekly Sessional Support ___

- Speke Community Centre - The Commy CIO (registered office)
- Manwell CIO (registered office)
- The Harris Club for the Disabled (Friday evening socials until July 2025)
- Attitude Performing Arts (Wednesday evening writing and rehearsals)
- THRED CIC - Dementia support group (up until December 2024)
- Piotr Budr - Albanian Heritage School (Saturday afternoons)

Total in-Kind value £9,140

Social Space in-kind value £19,892

- Community Partnerships

During the period August 2024 - July 2025 STEC actively supported partner organisations in community regeneration work. On one level, this involved working at Board Level or Advisory Committee thus providing strategic support and in other contexts working collaboratively on an operational basis.

This support has taken place both in respect of charitable organisations such as Five Children and Families Trust, Voluntary Organisations Learning Association (VOLA) and Netherley Youth & Community Initiative. On other levels, STEC worked with South Liverpool Homes to bring community and other organisations together to implement the South Liverpool Homes Reach facility in Parklands Library.

STEC maintained a very special relationship with Workers Educational Association (WEA) supporting the work of the North West Regional Committee as it evolved to the Liverpool City Region Local Advisory Panel.

STEC worked closely with Liverpool In Work, Ways To Work, Households Into Work Programmes, National Careers Service and SWAGGA health network

Partnerships are valued by STEC as being of primary importance in positioning the STEC resource as a central community facility and promoting a range of outcomes for local people whilst supporting the sustainability of the local third sector within which STEC continued to play an important role. Reciprocally however, given the challenge of engagement targets, the local partnerships provide a mechanism for reaching new learners via community conduits.

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STEC has also provided training initiatives for the local voluntary sector focussing upon:

- Free Compliance Training in Health & Safety, First Aid, Food Safety for community groups
- Fire Safety Assessment and Training
- Bi-Annual Prevent Duty Workshops in partnership with Liverpool City Council Prevent Education Team
- Support for local refugees (Syrian groups, Kurdish, Afghan and Hong Kong families)

___ C5 Investing in Thematic Zoning ___

Trustees during 2024-25 agreed to build upon the reclamation of the rear of Unit House which had been purposeless for over six years and transformed into a Memorial Garden within a Wellbeing Zone on-site. During the year, this was enhanced by the conversion of depot space to become a well-being hub and yoga studio again under the theme of Wellbeing on-site.

PRINCIPAL FUNDING SOURCES

___ D1 Alignment of Principal Funding Sources of STEC to the Charitable Objects ___

During the period 2024 - 2025, STEC entered into, or delivered contracts with a number of organisations whose objects were demonstrably congruous with STEC's Mission. Income earned from these contracts was expended as per the Charity's Objects and the Mission Statement. These contracts are detailed below and are connected to the aspect of the Charity's activities as set out in the Mission Statement and Section B above on Objectives and Activities:

- D2 Liverpool City Council Adult Learning Service

This programme provides STEC with the means to engage a diverse cohort of local citizens and enables STEC to promote its three themes of learning - Employability, Digital Inclusion and Well-being. In short, this is the major source for STEC to achieve its charitable goal of advancing learning.

The Community (Tailored) Learning Programme reflects the City of Liverpool priorities which focus upon employment and employability within the strategic Liverpool City Plan. Well-being of residents features too and Digital Inclusion is a Liverpool City Region Combined Authority Priority. Through this funded activity, STEC can advance education and relieve poverty.

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- D3 Sefton Council for Voluntary Service - STEC actively supports the Voluntary Organisations Learning Association (VOLA) and has participated in the United Kingdom Shared Prosperity Fund for two separate projects namely Include -IT Mersey and The Progress Partnership.

Include-IT Mersey is opening opportunities for older learners who are digitally excluded and may face a multiplicity of barriers to progression. Effectively STEC is the (outer) South Liverpool delivery partner for SCVS in this project which aligns very closely with STEC's objectives of relieving digital poverty through education.

The Progress Partnership (TPP) funded engagement and support of economically inactive Liverpool City Region residents. For decades, STEC has undertaken such engagement because charitably, it is the right thing to do in the community. The Progress Partnership recognises and supports these endeavours.

- D4 All funded activities including social enterprise income generated from premises, were aligned to the charitable goals of Speke Training & Education Centre.

FINANCIAL REVIEW

D5 Financial Position of STEC: August 2024 - July 2025

In the year ended 31 July 2025, total incoming resources available for charitable application were £388,681 (£315,421 in 2024). Total outgoing resources were £427,733 (£371,220 in 2024).

The charity had net income of £284 (£14,771 expenditure in 2024) on the unrestricted fund. The movement on the restricted fund was net expenditure of £39,338 (£41,028 in 2024).

The reserves at 31 July 2025 are £549,423 (£549,139 in 2024) unrestricted and £796,123 (£835,461 in 2024) restricted.

FUTURE PLANS

___ E1 Into the fifth Decade of Charitable Service ___

The future plans for the direction of the strategy are set out as follows:

1. Continue to deliver successful Tailored Learning Contracts
2. Manage a stable but ultimately positive transition from UKSPF funding post March 2026
3. Increase the income from charitable grant makers such as National Lottery and Garfield Weston Foundations

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

4. Establish new funding streams e.g. Ministry of Housing, Communities and Local Government Refugee Support Migration Partners
5. Further consolidate links with South Liverpool business
6. Maximise on-site income streams through buildings occupancy and cross-sectoral partnerships (as epitomised by Viktvs)

SHARE CAPITAL

The company is limited by guarantee and as such does not have a share capital.

FIXED ASSETS

Details of the movements in fixed assets are shown in the notes to the accounts.

POLITICAL CONTRIBUTIONS AND CHARITABLE DONATIONS

No political or charitable donations were made during this year.

TRUSTEES AND DIRECTORS

The names of the trustees/directors who held office during the year are shown on page 2. No remuneration was paid to any director for their services as a director.

In accordance with the memorandum and articles of association the following directors retire by rotation and being eligible offer themselves for re-election:

- Carie Lee
- Rev Gareth Morgan
- Lynn Lock

RESERVES POLICY

The Board plan for activities to make a positive contribution to overheads. The Board aims to establish and maintain its level of reserves in order to guard against contingencies, provide for future maintenance and replacement of assets and resources and to establish a self-sustaining organisation able to manage through any change in training programmes. It was agreed that with transitions in the contractual environment, working capital would be required from these reserves and the Charity has designated £65,000 for development and transitions in short term business plans. The current level of unrestricted funds of £549,423 comprises £65,000 designated funds, £125,837 general free reserves (funds not tied up in fixed assets or designated funds) and £358,586 general unrestricted funds tied up in fixed assets. The level of Free reserves is reviewed and evaluated annually, to ensure its currency and relevance to the needs of the Charity. The free reserves are required for financial stability during future capital development and future capital development will involve investment from reserves.

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

DAY TO DAY RISK ASSESSMENT

The Board confirm that the day-to-day controls are designed to mitigate the identified risks faced by the charity.

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors / trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors 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 charity and of the net incoming or outgoing resources of the charity for that period.

In preparing the financial statements, the trustees are required to:-

- Select suitable accounting policies, and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- Observe the methods and principles of the charities SORP

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

CONTRACTS

FOR THE YEAR ENDED 31/07/2025

TRUSTEES' REPORT

There were no contracts of significance in which a director/trustee is or was materially interested either during or at the end of the financial year

INDEPENDENT EXAMINER

A resolution will be proposed at the Annual General Meeting to re-appoint Julie Guinan of Harvey Guinan LLP as Independent Examiner for the ensuing year.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 17/12/2025



S St V Fitzgerald (Chair)
Trustee

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2025

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SPEKE TRAINING AND EDUCATION CENTRE LIMITED

I report on the accounts of the company for the year ended 31/07/2025 .

RESPONSIBILITIES AND BASIS OF REPORT

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

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

INDEPENDENT EXAMINERS STATEMENT

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

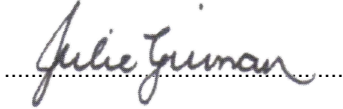
I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order for a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2025



Date: 17/12/2025

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House
Matchworks Estate, 140 Speke Road
Liverpool
Merseyside
L19 2PH
0151 709 7797

Speke Training and Education Centre Limited

**Statement of Financial Activities
for the year ended 31/07/2025**

	Unrestricted funds	Restricted funds	2025	2024
	£	£	Total	Total
			£	£
Income				
Income from generated funds				
Income from Investments	21	-	21	12
Income from charitable activities	302,035	86,625	388,660	315,409
Total Income and endowments	302,056	86,625	388,681	315,421
Expenses				
Costs of generating funds				
Expenditure on Charitable activities	301,772	125,963	427,735	371,220
Total Expenses	301,772	125,963	427,735	371,220
Net gains on investments				
Net Income	284	(39,338)	(39,054)	(55,799)
Gains/(losses) on revaluation of fixed assets				
Net movement in funds:				
Net income for the year	284	(39,338)	(39,054)	(55,799)
Total funds brought forward	549,139	835,461	1,384,600	1,440,399
Net funds carried forward	549,423	796,123	1,345,546	1,384,600

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

Speke Training and Education Centre Limited

BALANCE SHEET AT 31/07/2025

	Notes	2025	2024
		£	£
FIXED ASSETS			
Tangible assets	4	1,152,677	1,208,233
Investments	5	515	395
		<u>1,153,192</u>	<u>1,208,628</u>
CURRENT ASSETS			
Debtors (amounts falling due within one year)	6	83,350	40,161
Cash at bank and in hand		<u>224,598</u>	<u>212,084</u>
		307,948	252,245
CREDITORS: Amounts falling due within one year	7	<u>115,594</u>	<u>76,273</u>
NET CURRENT ASSETS		<u>192,354</u>	<u>175,972</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,345,546</u>	<u>1,384,600</u>
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	9	484,423	484,139
Designated funds		65,000	65,000
Restricted funds	10	<u>796,123</u>	<u>835,461</u>
		<u>1,345,546</u>	<u>1,384,600</u>

For the year ending 31/07/2025 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Approved by the board of trustees on 17/12/2025 and signed on their behalf by



.....
S St V Fitzgerald (Chair)
Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/07/2025**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from donations and grants including capital grants is included in incoming resources when these are receivable except as follows: When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income the income is deferred and not included in incoming resources until the preconditions for use have been met. When donors specify that donations and grants including capital grants are for particular restricted purposes which do not amount to preconditions regarding entitlement this income is included in incoming resources of restricted funds when receivable.

Voluntary income includes discretionary grants for projects, goods and services where no service agreement or contract exists. Income from donated services and facilities is included in incoming resources at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party. Interest is included when receivable by the charity.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure: Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Governance costs: These represent costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds-these are unrestricted funds of the charity which have been set aside to fund a particular purpose of the Charity.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Land And Buildings	straight line 2%
Fixtures and Fittings	reducing balance 15%
Equipment	reducing balance 15-25%

1g. Pension Costs

The company operates a defined contribution pension scheme. The pension charge represents the amounts payable by the company to the fund in respect of the year.

1h. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

1i. Government Grants

Government grants are recognised in profit and loss in the year in which they are received.

1j. Investments

Fixed asset investments are shown at cost less amounts written off.

Provisions are made for permanent fluctuations in value.

1k. Leasing Commitments

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired under finance leases are depreciated over the shorter of the lease term and their useful lives. Assets acquired under hire purchase contracts are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to profit and loss account on a straight line basis.

1l. Preparation Of The Accounts On A Going Concern Basis

At the time of preparing accounts the trustees have reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees therefore continue to operate the going concern basis of accounting in the preparation of accounts. The Trustees confirm that they have considered a period of more than 12 months from the date when the accounts are signed in assessing the going concern and business plans indicate sufficient resources are available to continue trading.

1m. Policy For Debtors

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

1n. Policy For Cash At Bank And In Hand

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

1o. Policy For Creditors And Provisions

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

1p. Policy For Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Speke Training and Education Centre Limited

2. DIRECTORS AND EMPLOYEES

Particulars of employees (including directors) are shown below:

Employee costs during the year amounted to:	2025	2024
	£	£
Wages and salaries	177,773	167,766
Social security costs	9,162	7,006
Pension costs	8,063	7,614
	<u>194,998</u>	<u>182,386</u>

No trustee had any material interest in any contract during the year. No trustee is paid for their services as a trustee.

3. PENSION CONTRIBUTIONS

	2025	2024
	£	£
Pension contributions	<u>8,063</u>	<u>7,614</u>
	<u>8,063</u>	<u>7,614</u>

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost represents contributions payable by the company to the fund and amounted to £8,063 (£7,614 in 2024). The amount owing to the pension company at 31 July 2025 was £nil (2024: £nil).

Speke Training and Education Centre Limited

4. TANGIBLE FIXED ASSETS

	Land And Buildings £	Fixtures and Fittings £	Equipment £	Total £
Cost				
At 01/08/2024	1,563,207	53,005	416,197	2,032,409
Additions	<u>2,974</u>	<u>-</u>	<u>9,559</u>	<u>12,533</u>
At 31/07/2025	<u>1,566,181</u>	<u>53,005</u>	<u>425,756</u>	<u>2,044,942</u>
Depreciation				
At 01/08/2024	473,559	7,950	342,667	824,176
For the year	<u>43,929</u>	<u>7,951</u>	<u>16,209</u>	<u>68,089</u>
At 31/07/2025	<u>517,488</u>	<u>15,901</u>	<u>358,876</u>	<u>892,265</u>
Net Book Amounts				
At 31/07/2025	<u>1,048,693</u>	<u>37,104</u>	<u>66,880</u>	<u>1,152,677</u>
At 31/07/2024	<u>1,089,648</u>	<u>45,055</u>	<u>73,530</u>	<u>1,208,233</u>

Included in land and buildings is the building known as Unit House which has been occupied by the charity and has been subject to conversion and improvement as shown in these accounts. All properties are subject to restrictive covenants imposed by the original donor. All assets are used for charitable purposes. The charity had a lease for the term of 999 years from 31 March 2003 for the land and buildings including Unit House and Booth House (now disposed of) from Speke- Garston Developments Limited. The freehold for the land was originally held by North West Development Agency, then the assets transferred to the Homes and Communities Agency and subsequently to Liverpool City Council. The trustees in 2016 have disposed of Booth House and as part of the disposal agreement Liverpool City Council awarded STEC the freehold of Unit House on 30 October 2015 replacing the 999 year lease instigated in 2003.

Speke Training and Education Centre Limited

5. FINANCIAL ASSETS

	Shares in group companies and participating interests £	Listed Investments £	Total £
Cost			
At 01/08/2024	2	393	395
Revaluation	-	120	120
At 31/07/2025	<u>2</u>	<u>513</u>	<u>515</u>
Amortisation			
Net Book Amounts			
At 31/07/2025	<u>2</u>	<u>513</u>	<u>515</u>
At 31/07/2024	<u>2</u>	<u>393</u>	<u>395</u>

6. DEBTORS

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	6,846	33,050
Other debtors	<u>76,504</u>	<u>7,111</u>
	<u>83,350</u>	<u>40,161</u>

Speke Training and Education Centre Limited

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Trade creditors	8,966	5,178
Taxation and social security	2,662	901
Other creditors	103,966	70,194
	<u>115,594</u>	<u>76,273</u>

There is a standard mortgage debenture held in the name of the Charity incorporating a fixed and floating charge over the assets of the Charity dated 21.3.96 by the Co-operative Bank.

8. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/07/2025 there were 8 members.

9. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	484,139	302,056	(301,772)	-	484,423
Designated Development Fund	65,000	-	-	-	65,000
	<u>549,139</u>	<u>302,056</u>	<u>(301,772)</u>	<u>-</u>	<u>549,423</u>

Designated Development Fund

For Development and transitions in the short term business plans and including contingent liabilities.

Speke Training and Education Centre Limited

10. RESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
Restricted Fixed Asset Fund	803,083	-	(33,588)	-	769,495
UK SPF - TPP	-	54,197	(54,197)	-	-
Merseytravel	-	2,000	(2,000)	-	-
Restricted Fixtures and Fittings Grant	2,667	-	(500)	-	2,167
Veolia Memorial Garden Fund	28,194	-	(5,250)	-	22,944
UK SPF - VOLA	1,517	30,428	(30,428)	-	1,517
	<u>835,461</u>	<u>86,625</u>	<u>(125,963)</u>	<u>-</u>	<u>796,123</u>

Restricted Fixed Asset Fund

The incoming capital resources this year are from the Liverpool City Regional Combined Authority Special Investment Fund Liverpool South Work and Wellbeing

UK SPF - TPP

Funding for connecting with economically inactive residents.

Merseytravel

Funds for the EHL resident engagement and messaging campaign

Restricted Fixtures and Fittings Grant

Veteran Grant for Capital funds for flooring

Veolia Memorial Garden Fund

Funds for the Creation of a Memorial Garden at STEC

UK SPF - VOLA

Funds for the delivery of Training

11. TAXATION STATUS

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. Recovery is made if appropriate of tax deducted from income and from receipts under Gift Aid. The charity is not registered for Value Added Tax.

Speke Training and Education Centre Limited

12. GENERAL INFORMATION

Speke Training & Education Centre Limited, a charitable company limited by guarantee, is incorporated and domiciled in England and Wales, and has its registered office and principal place of business at Unit House, Speke Boulevard, Liverpool, L24 9HZ. The accounts are stated in sterling, the functional currency of the charity.

The principal activity of the charity is the provision of education, training and regeneration.

13. NET ASSETS BY FUND

	Tangible Fixed Assets and Investment	Net Current Assets	Total
Restricted funds	796,123	-	796,123
Unrestricted Funds	357,069	192,354	549,423
	<hr/>	<hr/>	<hr/>
	1,153,192	192,354	1,345,546
	<hr/>	<hr/>	<hr/>

14. NUMBER OF EMPLOYEES

The remuneration of key management personnel was £44,969 (salary, employers NIC and Pension). There were no employees whose annual remuneration was £60,000 or more. The average monthly number of employees was

	2025	2024
Chief Executive	1	1
Curriculum and Departmental Managers	2	2
Tutorial Staff/Project Co-ordinators/Assistants	2	2
Administration/Site Services	4	3
	<hr/>	<hr/>
	9	8
	<hr/>	<hr/>

Speke Training and Education Centre Limited

15. RESOURCES EXPENDED

	2025	2024
Cost of operating the Training and Education Centre		
Salaries and Staff Costs	194,998	182,386
Beneficiary and Volunteer Costs	1,009	1,406
Adult and Community Learning Costs	70,196	54,239
Other Costs - Administration; Premises; Depreciation and Maintenance	157,316	126,868
Accounting	1,414	3,441
	<hr/> 424,933	<hr/> 368,340
Governance Costs		
Independent Examination Fee and other direct cost	2,880	2,880
	<hr/> <u>427,733</u>	<hr/> <u>371,220</u>

Speke Training and Education Centre Limited

16. INCOMING RESOURCES

	2025	2024
Restricted		
BBO Income Joint Initiative ESF & Lottery Grants	-	-
Kickstart, ILM (2020) and Training Equipment Grants	-	-
UK SPF - VOLA	30,428	25,283
Veolia Memorial Garden Fund	-	1,750
UK SPF - TPP	54,197	13,448
Merseytravel	2,000	3,500
	<hr/> 86,625	<hr/> 43,981
Unrestricted		
Training Sales and Services	6,055	5,538
Adult and Community Learning	156,600	156,780
Tenancy Sales and Services	132,682	108,110
Small Grants and Donations	6,698	1,000
WEA for training	-	-
Dividends	21	12
	<hr/> 302,056	<hr/> 271,440
	<hr/> 388,681	<hr/> 315,421

SPEKE TRAINING AND EDUCATION CENTRE LIMITED

England & Wales - Charity number 516400

Accounts

Registered number: 1702793

Charity number: 516400

Speke Training and Education Centre Limited

Independently Examined Accounts

FOR THE YEAR ENDED 31/07/2024

Prepared By:

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House
Matchworks Estate, 140 Speke Road
Liverpool
Merseyside
L19 2PH

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2024**

TRUSTEES

D Hunt
Rev E Cain
W Johnstone (deceased 20 April 2024)
K Lindop (resigned 18 December 2024)
L Lock
S St V Fitzgerald (Chair)
Rev P Saltmarsh (Deputy Chair)
Rev G Morgan
C Lee
D Gayle (appointed 18 December 2024)

SECRETARY

D Hunt

REGISTERED OFFICE

Unit House
Speke Boulevard
Liverpool
L24 9HZ

COMPANY NUMBER

1702793

CHARITY NUMBER

516400

BANKERS

Lloyds Bank plc, Co-operative Bank plc

INDEPENDENT EXAMINER - Julie Guinan FCCA

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2024**

Matchworks Estate, 140 Speke Road
Liverpool
Merseyside
L19 2PH

Speke Training and Education Centre Limited

**ACCOUNTS
FOR THE YEAR ENDED 31/07/2024**

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FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/07/2024

The trustees intend that this annual report also serves as the Statutory Directors' Report.

PRINCIPAL ACTIVITIES

The principal activities of the charity in the year under review were the advancement of learning and the relief of poverty.

STRUCTURE GOVERNANCE AND MANAGEMENT

___ A1 Status and Governance ___

Speke Training & Education Centre (STEC) is a Registered Charity (516400) and is constituted as a Company Limited by Guarantee (Company No. 1702793). The Council of Management of STEC is comprised of the Trustees of the Registered Charity who also serve as the Directors of the Company Limited by Guarantee. Within this report, the term Trustee also constitutes the term Director and vice versa. Similarly, the terms Company and Charity are treated as one and the same.

The Council of Management holds the primary responsibility for deciding organisational strategy, the adoption of policies and the employment of staff who may deliver and support activities consistent with the objects of the Charity (as set out in Section B). From time to time, the Council of Management recruits new Trustees and the criteria to determine such appointments are based upon the qualities and merits of the applicant in respect of potential or capacity to support the Charity's strategic development or operational continuous improvement.

Collectively, therefore, the Council of Management of Speke Training & Education Centre consists of Trustees / Directors with particular knowledge of:

- The local communities served by STEC - primarily the Speke, Garston and Belle Vale wards within South Liverpool - with focus upon evolving demographics
- The Area, its Regeneration and Community Sustainability
- Training and Education
- The Community, Voluntary & Faith Sector
- Social Enterprise

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

- Welfare to Work
- Anti-Poverty Initiatives
- Local Economy
- Small Business Support

Trustees have formally declared their eligibility to serve Speke Training & Education Centre both as Directors under the terms of the Companies Act 2006 and as Trustees under the eligibility criteria of the Charity Commission for England & Wales as set out in the Charities Act 2011.

Section B (Objectives and Activities) of this report sets out the charitable objects of STEC. These are summarised as The Relief of Poverty and The Advancement of Learning. In pursuit of these objects, the Council of Management is empowered to:

- Enter into contracts with National or Local Government Departments / Agencies (e.g. Liverpool City Region Combined Authority, Liverpool City Council), Colleges of Further Education, Local Regeneration Partnerships and other facilitative bodies.
- Apply to Trusts and other charitable grant-making bodies for support in delivering programmes of community learning and employability.
- Appoint qualified and competent staff in order to deliver programmes effectively and with quality as determined by the company's policy and practice in employment.
- Deliver a robust programme of continuing professional development in order that employees of the Charity may remain current and skilled whilst pursuing the furtherance of the Charity's objects and at the same time benefit as employees and citizens from the work of the Charity.
- Support the local communities in which the Charity practices through community development and facilitation services, education and employment interventions and environmental improvement projects.
- Promote the wider community, voluntary and faith sector through networking and partnership.
- Contribute to local business growth through the provision of workforce development programmes, managed office space, conference/meeting facilities, ICT support services, business administration, payroll services and employment linkage to assist recruitment.
- Promote the ideals and aspirations of sustainable and inclusive social and economic regeneration.

Speke Training and Education Centre Limited

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

- Approve, publish, and review policies which comply with legislative and quality requirements and recommendations.

STEC has striven to realise the above charitable aspirations during the financial year August 2023 to July 2024 by delivering:

- Community Engagement and Support Projects

- Learning & Skills Programmes

- Business Support Services.

Boulevard Business Services Ltd

STEC's subsidiary company, Boulevard Business Services, remained dormant from a trading perspective. STEC owns the entire share capital comprising two £1 ordinary shares. STEC has increased the number of BBS Ltd Directors from the STEC Charity Trustee / Director cohort with the intent of achieving 100% alignment and with a 90% alignment achieved to date.

___ A2 Structure of Speke Training & Education Centre ___

Focusing upon the two charitable goals of Advancing Learning and Relieving Poverty, STEC retains a structure with two departments. The first department advanced learning through the delivery of Community Learning (now termed Tailored Learning) and the second focussed upon Property Services Administration. Whilst the latter underpins the STEC Community Learning contract delivery through its administrative offer, it additionally delivers a Premises Management Service connecting directly to the Poverty Relief Charitable purpose through the designation of STEC's premises as a Community Anchor Hub - all supported and sustained by a mixed economy tenant and partner cohort.

STEC's Community Learning broadly divides into three curriculum themes of Employability, Digital Inclusion, and Health & Wellbeing. This is complemented on-site by the delivery of wider curricula offered by partner learning providers (e.g. ESOL which is delivered as a Progression by Workers Educational Association and Liverpool Adult Learning Service).

To advance learning, STEC employed a Head of Curriculum (with Tutorial duties) and two full time tutors around this core. A cohort of sessional specialist tutors affords STEC's curriculum the flexibility to evolve in order to remain responsive to the needs of the local community, the local authority neighbourhood structure and local employers.

STEC's operation of a community anchor building offered managed office space for rent or conference facilities for hire. The on-site mixed economy accommodates over twenty-five organisations / activities with the majority of these being charities or not for profit organisations. In addition to Premises Management, STEC has provided Payroll Services to local charities. The rich diversity of community organisations on-site generates a range of social outcomes relieving poverty and improving quality of life for members of local communities which STEC serves (Orchard Food bank, Liverpool Talking Newspaper, The Original Swap Shop, THRED CIC - a user led organisation for adults living with dementia, The Harris Club for the Disabled in Speke, Attitude Performing Arts Group, Speke Community Centre CIO, Merseyside Dementia-Friendly Radio) This is designated the STEC Social Space which protects and nurtures local initiatives which would otherwise struggle to serve their respective communities / beneficiary cohorts.

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

___ A3 Management ___

STEC's organisational structure comprised the Chief Executive Officer, Mark Ord, with overall responsibility for strategy and day to day management of the centre.

The Council of Management met on the basis of a minimum eight-week cycle with meetings scheduled more frequently if required. Council Meetings were furnished with comprehensive Chief Executive's, Head of Curriculum and Finance Reports. However, each Chief Executive's Report cross-referenced to more detailed Appendices. This approach has furnished Trustees with both an explanatory synopsis of activities / performance together with more specific detail facilitating deep-dive scrutiny wherever Trustees deem appropriate.

BUSINESS PLANNING AND RISK ASSESSMENT

___ A4 Risk Assessment ___

From the perspective of identification and management of risk, 2023-24 presented different risks to those in previous years with epidemic disruptions caused directly by Covid somewhat diminishing although more unpredictable vicarious impacts upon people and society and upon education provision were experienced.

The Charity invested in continuing improvements within its premises to achieve compliance in the contexts of health and safety, safeguarding and equality. Buildings occupancy is an ever-present consideration with the challenge to ensure that the charity can recover the premises costs.

In STEC's own operational contexts, evolving contracts post-Brexit presented risks stemming from the final cessation of ESF Support on 31 March 2023 and the transition to UK-funded programmes (at a reduced level) through United Kingdom Shared Prosperity Fund - UKSPF channelled through Liverpool City Region Combined Authority. This risk was itself exacerbated by the United Kingdom Government delaying support by one year causing the Combined Authority to provide continuation funding. The incoming Labour Government has committed to a further twelve month continuation of UKSPF but any change in Government Policy constitutes a risk which the Trustees must assess and plan for.

Ofsted Inspection had taken place in 2023 together with Matrix Accreditation which was renewed in 2024.

STEC Trustees' strategy for risk reduction is to increase the diversity of income streams. The strategy has invested in the twin track approach of public sector contract delivery and self-generation of income through social enterprise activities largely based on the premises. Although this strategy seeks to reduce risk and achieve longer-term sustainability Trustees are fully aware that no strategy is without risk - the decade of Austerity and most recently the impact of COVID-19 has highlighted the reality that public sector contracting, social enterprise activities, (and indeed all activities requiring a premises to deliver from) have been impacted by constraints outside of STEC's control, which can undermine endeavours to achieve stability and longer-term sustainment. Trustees have been obliged therefore to continue to risk assess all activities, sources of income and contracts. In addition, because of the significance and range of public sector funding reductions and / or service reviews ushering in many structural changes both in terms of contracting organisations and key personnel, the Trustees have felt it is essential to be frequently briefed and have accordingly been furnished with details of national strategy changes and local authority developments as the initial section in each Chief Executive's Report. This provides context both for strategic planning and early response to operational change where required. Strategic decisions of importance have been required of Trustees determining the most effective way to deliver the Mission of the Charity in such difficult circumstances. Whilst The Council of Management have been guided by prudent business strategies with adequate controls for risk reduction, the seven years between 2016-2023 presented opportunities for investment in what became a freehold asset through significant public sector capital grant assistance and dedication of the charity's own reserve to achieve accessibility for all and better green

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

sustainability on-site.

Trustees intend that this investment should underpin growth in profile and in sustainable activities.

In conclusion, Trustees have ensured that all activities undertaken or facilitated by STEC are consistent with the two Charitable Objects of Relieving Poverty and Advancing Learning whilst constantly seeking new opportunities and innovative approaches for success and sustainment.

___ A5 Contracts ___

Trustees sign a Declaration of Interest at the commencement of each Council of Management Meeting. There were no contracts in which any Trustee/Director is or was materially interested either during or at the conclusion of the financial period 2023-24.

In addition, in accordance with the Memorandum and Articles of Association, there was no Trustee Remuneration during the period covered by this report.

In the preparation of this report, Trustees / Directors have taken advantage of the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

___ Section B Our Intent (Objectives & Activities) ___

Speke Training & Education Centre (STEC) aims to relieve poverty and advance learning. Within these broad charitable aspirations, STEC is primarily a charity of place because the goals of this charity and the activities which pursue these goals are integral to the area which the charity serves. Speke Training and Education Centre's Objects and Mission were initiated in the early 1980s by residents of Speke who sought a response to the acute levels of unemployment experienced by local Merseyside communities at that time with particular concern over the lack of opportunity for young people in Speke, Garston and Netherley.

Section B of this Trustees' Report requires an overview of the activities which the charity has sought to undertake during the financial year 2023-2024. The composition of the Council of Management seeks to ensure that STEC should remain an active servant to the communities with the degree of self-determination to respond to changing needs of residents, households, community groups, charities and indeed small businesses. During the past forty years, the communities served by STEC have been successively afflicted by unemployment, multiple deprivation, local government austerity and Covid-19 . The Trustees have been determined that in an hour of dire need, STEC should always remain steadfast in its charitable service to its core communities (primarily Speke but also Garston and Belle Vale).

In order to provide meaningful context to Section B and thus demonstrate value and impact of STEC's operations as set out in Section C, the Trustees have in recent years incorporated within the report a short history and description of the area in which the charity operates as it is both relevant and important to consider the socio-economic profile of Speke, thus providing important context to this report.

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

___ B1.1 The Communities we Serve - background ___

The establishment of the satellite township of Speke and the massive growth of population from under 400 in 1931 to 25,000 in 1961 took place within a planning context which balanced housing with employment and educational opportunity. The industrial belt adjacent to the Speke estate was called the engine room of Merseyside and incorporated representation from the automotive and pharmaceutical sectors.

Location on the urban periphery provided further diverse employment opportunities ranging from Garston Docks, to South Lancashire (particularly Cronton) Collieries to agricultural labouring opportunities. This was further consolidated by the location to the area of the Ford Motor Company. With the general perception that municipal housing was of a high standard, Speke was deemed a good place to live and to work.

This optimism was shattered in the 1970's and 1980's with the decimation of the local industrial base including closure of significant employers Dunlop and Triumph. Once the balance between employment and residence was fractured, the position of Speke as a peripheral suburb undermined the capacity of local residents to access areas of new or wider opportunities especially because the community suffered low car ownership levels. Therefore Speke's entrenched and protracted high levels of unemployment (which reached 60% in some parts of the area in the 1980's and 1990's) was responsible for causing deprivation across a broad range of indicators such as earnings/poverty, education, skills/qualifications, health, crime and housing.

When Merseyside's economy was identified as requiring European Objective One assistance because of the malaise of the sub-regional economy in 1994, Speke Garston was highlighted as the first priority regeneration area in Liverpool with the warning from Bob Lane, the Director of the Speke Garston Development Company that Regeneration would be a marathon not a sprint.

In 2004, Liverpool ward boundaries were changed and this placed Speke alongside St Mary's ward (Garston) to form a new Speke Garston ward (one of thirty wards across the city of Liverpool). Population growth necessitated the separation of wards under the 2023 Liverpool City Council reorganisation which followed the Caller Report.

___ B1.2 Ward Profiles ___

The May 2023 political transformation of Liverpool replaced thirty established wards with sixty four new wards as part of which Speke Garston was separated into two wards namely Speke and Garston but with some boundary extensions at the north end of Garston ward.

- In 2023/4, Speke remained the third most populous Liverpool electoral ward with 14,340 residents, just ahead of Belle Vale (13,653) but behind Norris Green and Kensington & Fairfield. However geographically, Belle Vale, Speke and Garston are more peripheral than Norris Green or Kensington & Fairfield so distance from certain democratic and support structures and services together with concentrated indices of deprivation impacted larger actual numbers of residents.

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- The impact of Covid has been evident in life expectancy although slight reductions were experienced from a zenith of 77.42 years in 2018 to 77.32 in 2019 and then 74.81 in 2020. Speke ward now shows 75.6 years, contrasting with life expectancy in a more affluent ward such as Church, where the life expectancy was 84.86 years in 2020.
- The percentage of children in poverty exceeds the Liverpool average and is above twice the national average.
- Multiple Deprivation is diminishing in respect of IMD Tables and Speke ward which on more than one occasion held the dubious position of comprising the most deprived areas in England and Wales, is now tenth most deprived ward in Liverpool.
- Speke now has the fifth highest Universal Credit claimant count of sixty-four new wards in Liverpool. There is a long history of unemployment exceeding city and national levels and the unemployment rate is approximately 3% above the Liverpool rate whilst youth unemployment at the same time was nearly three times the city and national levels. Universal Credit can create a statistical ambiguity between unemployment and employment as it provides a mechanism for flexible working patterns. However of the Universal Credit cohort in Speke Garston, 37.79% were in employment which sits between the Liverpool rate of 35.32% and the national rate of 39.25%. This can be viewed positively although Universal Credit per se is evidence that either through patterns of instability or wage levels, the progression from households out of poverty is likely to be slow and tortuous. Underpinning this, the workforce analysis, illustrates a low proportion (13.3%) of residents employed in professional occupations / managers (in fact the second lowest in Liverpool) whilst reciprocally there is a higher than average representation of elementary occupations (31.5%) the highest in Liverpool for this indicator. This undermines continuity or stability of employment, frequency of agency casual contracts, inter-generational poverty of aspiration and actual poverty.
- Speke and Garston were however reunited within the Liverpool City Council devolution structures to 13 neighbourhoods and during 2023-24 Area Ten comprised both wards under a Neighbourhood Manager and Team. Belle Vale together with Much Woolton and Hunts Cross was Area Ten
- In business terms, Area Twelve commands the third highest representation of business in Liverpool and if Area Ten is included, this rises to second highest representation of businesses in Liverpool.
- Census 2021 illustrated a changing national and city-wide demographic with 23% of the city identifying as other than White English / British. In Speke Garston there has been a trend towards increasing ethnic diversity so that 14.9% in the Census identify as non-White English / British from 9.1% in 2011 (10.1% in Belle Vale from 6.5% in 2011). In linguistic terms, the city-wide cohort of residents whose first language is not English is just under 10,000 with a quarter of these not being able to speak English well or very well. If this was applied to the new Speke ward, it indicates a potential ESOL requirement of around 500 people. However, the need for ESOL in Speke Garston was itself dramatically impacted by the arrival of two hundred Afghan Refugees housed in a local hotel following the mass-evacuation from Kabul in August 2021 and this has constituted a local need for STEC's Trustees and Management to respond to quickly between 2021 and 2023 when the closure of the bridging hotel resulted in the wider dispersal of the families.

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In conclusion, it is clear that deprivation has been protracted but it is also clear that the Speke Garston community is resilient, the population is growing and that whilst more endeavours are required for STEC to support, there is also much to take pride in.

B 2 OBJECTS OF THE CHARITY

The Objects of Speke Training & Education Centre (STEC) are set out in Section 3 of the Memorandum of Association.

The Objects of Speke Training & Education Centre commit the charity:

- To advance education and relieve need (poverty) amongst young and other unemployed persons resident in the defined area, through the provision of training facilities, the promotion of employment opportunities and the development of vocational skills.
- To support any related charitable purpose directed to the benefit of people affected by unemployment, the advancement of learning, relief of poverty and the improvement of the environment.
- To assist, through training education and promotion of employment opportunities, the development of beneficiaries as positive members of their communities and good citizens.
- To contribute through training, empowerment and provision of resources to the regeneration of Merseyside in general and Speke Garston in particular.

The Trustees attach due regard and importance to the guidance published by the Charity Commission on Public Benefit and enshrine this guidance at the heart of all strategic planning and operational activities.

However the Goals of the Charity are crystallized into two broad purposes:

Relieve Poverty and Advance Learning.

___ B.2.1 Relief of Poverty ___

Trustees have for some time interpreted poverty in a multi-faceted sense comprising deprivation of finance, food, fuel; health inequalities (evidenced by life expectancy in poorer areas such as Speke), mental health challenges, social isolation / loneliness, digital deprivation and poverty of aspiration. Therefore Trustees are also clear that responses to poverty may take many different forms and require multi-organisational partnerships to make an impact. They are strategically determined that the enjoyment of their freehold on the STEC site should be directed to the relief of poverty within the communities the charity serves. This is manifest in the concept of the STEC Social Space which allows ten community-supporting charities or community groups free space either as donated office / studio or donation of rooms free on the basis that the groups' social contribution is of equal value to the financial contribution requested of tenants on the Social Enterprise Business Model. Ten organisations benefit as do their service beneficiaries from the STEC Social Space.

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STEC aims to challenge poverty both through direct interventions (such as supporting economically inactive / unemployed or underemployed people towards or into employment or by promoting workplace advancement amongst those in employment) through hosting advice and guidance on-site for debt relief and benefits advice or through facilitating poverty-relief initiatives such as Orchard Food banks and The Original Swap Shop. STEC has developed its site as a multi-activity Community Anchor Hub with over twenty diverse mixed-economy partners as tenants, service deliverers and conference customers. Trustees advocate that STEC must always be a welcoming and safe place where individuals, families, community groups and local businesses can be supported and where local capacity can be built. In doing so, the Social Enterprise model also provides for STEC's own sustainability so that whilst STEC has a social space for those services which would struggle to contribute, for most charities and businesses it is both just and equitable that they contribute to the sustainment of the mixed economy and of STEC as a buoyant charity.

___ B.2.2 Advancement of Learning ___

Trustees have embraced three themes for learning:

- Raising Employability and Compliance
- Promoting Digital Inclusion
- Improving Well-being

Trustees justify their Clarity of Purpose or Intent for STEC's Community Learning Programmes because of the high levels of disengagement, economic inactivity, unemployment, underemployment, digital deprivation and the need for programmes promoting resilience and mental well-being. As stated above these issues are exacerbated by the peripheral geography of Belle Vale, Speke and Garston Wards at the southern extremities of the city of Liverpool.

REVIEW OF ACTIVITIES ACHIEVEMENTS AND PERFORMANCE

Section C Implementation and Impact 2023-24

___ C1 Relief of Poverty ___

Trustees recognise that poverty has many manifestations not only defined as relative / absolute poverty. Whilst 2023-24 was again dominated by acute anxiety about the three Fs (Financial, Fuel and Food) and poverty, nonetheless, many residents had to cope with other forms of deprivation such as health inequalities, learning disabilities / sensory deprivation or factors generally undermining their quality of life such as social isolation, digital deprivation and above all, poverty of aspiration. Trustees have been obliged to ensure stability for STEC and at the same time provide continuity of community support services on-site. During the lockdown and its aftermath simply being there to serve and support people and being open for business was one of the most significant contributions that any charity could make especially when many organisations were accused of being absent or aloof from the lives of those they were established to serve and support.

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___ C1.1 STEC's Social Space ___

The following charitable and community partners were supported by Trustees to impact the charitable aspiration of Poverty Relief;

i) Liverpool Talking Newspaper

This charity, based at STEC since 2002, was in its fortieth year when lockdown struck and was denied an anniversary celebration in September 2020. The Trustees and Volunteers recognised that many beneficiaries living with visual impairments were suffering isolation already which would be exacerbated if the Talking Newspaper ceased. They took the decision that when safe to operate from STEC, they would resume the delivery of services. Whilst the format changed, including musical recitals and local history lectures, the impact was extremely positive amongst over two hundred beneficiary listeners. The courage and endeavours of the Liverpool Talking Newspaper were recognised on 8th September 2021 by the presentation by the Lord Lieutenant of Merseyside on behalf of the late Queen Elizabeth II of the Queens Award for Voluntary Service. This is the highest award which any charity can achieve and has been a source of satisfaction and pride not only to STEC Trustees but also to the wider Speke Community. STEC and another tenant donated the space for the recording studio and administration centre and provided wider capacity-building support.

ii) The Original Swap Shop

This unique non-money economy project is now in its twelfth year. The Original Swap Shop volunteer team accommodated at STEC provide a safe and managed service both for the receipt of donations including baby items such as cots, cribs, Moses baskets, adult clothing and household items and for the attraction of hundreds of families in need per year who attend the weekly sessions. Donations of all sizes increased substantially during 2023-24 with more than twelve hundred beneficiary attendances. STEC provided the outlet space and a number of areas for storage. The project has a positive social media presence and has been featured in the Liverpool Echo and The Guide publication and reported on BBC Radio Merseyside.

iii) The Orchard Foodbank

STEC Trustees moved the Independent food relief charity The Orchard into STEC Social Space in 2023 having moved to STEC as a fully contributing tenant in 2019. During a crisis in food supply charity founder Trustee Alan McCarthy and fellow Trustees were purchasing substantial volumes of food for weekly distribution to residents of Speke and Garston. In this situation, it appeared somewhat incongruous that the impact of these charitable donations should be diluted by room rental charges.

iv) The Harris Club

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In 2024, Speke's oldest charity established by Harry Harris in 1969 to support Disabled Adults in the Community, decided to de-register as a charity but continue as a community club STEC's Social Space had enabled the charity to survive Covid 19 and the closure of Speke's Community Centre inside Parklands. The Harris Club have accessed STEC's Social Space for monthly Monday Committee meetings and for socials every Friday evening 7pm to 10pm. This supports constructive recreation and reduces isolation for twenty local residents with disabilities. It is worth acknowledging that had the STEC Trustees not embraced the principle of Access For All (epitomised by the installation of a lift), the accommodation of the Harris Club at STEC with all of its social value contribution to the quality of lives of local residents would never have been possible as all members suffer mobility impairments.

v) Speke Community Centre CIO

The impact of the lockdown and the lock out from Speke's Community Centre in Parklands necessitated the establishment of a new organisation to support older residents of Speke. In June 2020, STEC supported a group of local residents to establish Speke Community Centre CIO, a Foundation Charitable Incorporated Organisation with the purposes of reducing isolation and health inequalities in Speke. STEC has provided administrative space and support, a registered office facility, technical support and capacity-building including fund-raising. During 2023-24, this has provided a local grants regime to challenge isolation and reduce health inequalities funding residents' excursions, meals, keep warm costs and foodbanks. Local veterans, churches and a well-being hub were also supported.

vi) Attitude Performing Arts Group

Emerging from the Covid Lockdowns and the de facto closure of Speke Community Centre in Parklands denying them access to their rehearsal space, Attitude Performing Arts Group was in danger of not being able to continue. They accessed STEC's Social Space every Saturday afternoon switching to Wednesday nights in 2024. This made rehearsals possible facilitating performances at Valley Theatre in Belle Vale, the Unity Theatre and the Epstein Theatre where they won an award. This supported over twenty local young residents in constructive recreation and confidence building.

vii) Merseyside Dementia-Friendly Radio

In spring 2024, Trustees extended an invitation to the Trustees of Merseyside Dementia Friendly Radio to establish a DAB Radio Studio in STEC under the auspices of STEC Social Space. Having effectively been without accommodation, this offer of free space has enabled this innovative initiative to support listeners mainly amongst the dementia community and their families. However with an array of respected local radio personalities such as Roger Phillips, Roger Hill and Charles Lambert, the audience is far likely to be more extensive.

viii) Manwell CIO

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This male mental health charity has been welcomed to hold its meetings and utilise STEC as its registered office. Whilst the practical nature of its activities are largely outdoors and not delivered at STEC, nonetheless STEC Trustees have been happy to provide the foundation of a stable base for a range of valued wellbeing outcomes across Liverpool City Region.

ix) THRED CIC

This is a dementia support organisation which used STEC to host fortnightly Friday afternoon socials. Two principles dictate the work of THRED a) it is entirely led by people living with dementia and b) the activities are designed to prove that living with dementia can be fulfilling, intellectually stimulating and eventful. Besides meeting at STEC every two weeks, highlights of the year 2023-24 included an appearance on BBC Breakfast News, a feature on Japanese TV, a study conducted by Exeter University and receiving support from Speke Commie CIO to write and perform a new Christmas Song in 2023 proving that dementia sufferers can be creative not simply nostalgic.

x) Pitir Budr Albanian Heritage School

In spring 2024, two Garston residents established an Albanian Heritage School for British children of Albanian Heritage. The Saturday afternoon cultural and language activities have proven so successful that the Albanian Ambassador to the United Kingdom and Ireland has visited twice – accompanied by The Worshipful The Lord Mayor of Liverpool, Councillor Richard Kemp.

___ C.1.2 Relationship and Impact between Advancement of Learning and Relief of Poverty ___

Section C2 describes in detail how STEC's main activities can reduce poverty. There are certain themes, activities and outcomes which will make a direct difference as follows - these transcend all three STEC Learning Themes

- Employment Outcomes
- Qualifications
- Recruitment initiatives (Skills Passports)
- Linkage to Volunteering opportunities
- Progression to higher level courses
- Digital Skills

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- Improved Confidence
- Better Employability
- Improved Language (ESOL), maths and English
- Improved attitude to learning and work
- Better capacity for family support
- Being more active within the community

___ C.1.3 Community-Supporting Tenants at STEC ___

The following tenants (following a standard business model) provided community services which have made impacts upon improving the quality of the lives of local residents and challenging various manifestations of poverty:

- Children Heard And Seen provided support to families impacted by parental imprisonment
- Franchising Works provided free advice, guidance and training on self-employment to local residents
- Rise up Wellbeing Hub CIC provided wellbeing services
- Amanda's Day Service / Home from Home CIC offered social care and recreational activities for older adults
- Talent Match is a project managed by Merseyside Youth Association based at STEC for South Liverpool and this provided an Intensive Mentoring Service for young people excluded from the labour market

___ C.1.4 Community Services Offered from STEC ___

- SWAGGA (16 GP Practices) Social Prescribing Teams
- Liverpool In Work / Ways To Work (Three times each week)

This service focuses upon employability and removal of barriers to progression.

Councillor Surgeries resumed for the first Friday each month (Councillor Mary Rasmussen) of Speke Ward.

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These strands of support in terms of advice and guidance are as important as the other projects because (as with learning) they offer longer-term routes out of poverty rather than the immediate alleviation offered by foodbanks and Swap Shop.

___ C2 The Advancement of Learning ___

During 2023-24, STEC delivered courses determined by the charity's three strategic themes of:

- Increasing Employment
- Promoting Digital Skills
- Improving Wellbeing

The Trustees of STEC formally record their gratitude for the support and encouragement of the following contracting bodies for their understanding of these evolving challenges as contractors attempted to fulfil works under these new realities.

- Liverpool City Region Combined Authority
- Liverpool City Council Adult Learning Service
- National Lottery Community Fund / European Social Fund (until 31-03-24)
- VOLA / Sefton CVS for United Kingdom Shared Prosperity Funding (UKSPF)
- Workers Educational Association
- The Good Things Foundation

___ C.2.1 Liverpool Adult Learning Service - Community Learning Programmes ___

The STEC Community Learning offer 2023-24 comprised two spatial projects which delivered STEC's three themes (Employability, Digital Inclusion and Health & Wellbeing). The two projects were:

- Community Learning for Speke and Garston (Target and Achieved 270 learners)
- Community Learning for Belle Vale (Target and Achieved 170 learners)

The total target was thus 440 new adult learners.

- Partnership

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In 2023-24 these two projects embraced the historic community networks which had supported successful engagement and delivery in previous years. Engagement can be a challenge especially in the two most deprived wards of the South Liverpool suburbs so Partnerships were critical to the STEC model of delivery for engagement and widening participation within these two wards. Quality, Credibility, Reputation and Community Trust with such partners and with learners were of equal importance.

STEC Trustees extend enduring camaraderie and gratitude to the following partners who made successful community learning a reality through their support for STEC and active delivery of partnership activities during the academic year 2023-24:

- Speke Garston Ward Partnerships

STEC's main partner in Speke Garston has been South Liverpool Homes and The Reach in Parklands Library. Collaboration involved i) Monthly Skills Passports for Speke Garston residents ii) Thursday Digital Surgeries for SLH tenants

Five Children And Families Trust; Garston Children's Centre; St Aidans and All Saints The Place To Be; Noah's Ark, Speke; We Are With You (formerly Addaction); Garston Jobcentre; Stockton Wood CP Primary School and latterly Speke Parents Group; St Ambrose RC Primary School; Middlefield Primary School; Speke Adventure Playground; Gemini Boxing Club; Employability Solutions, Garston; Speke House (Launchpad Veterans Accommodation & Support) ; Abbey Care Domiciliary Services, Speke; Ranelagh House; Garston Air Unlimited, Speke and Otterspool Adventures

- Belle Vale Ward Partnerships

Netherley Youth & Community Initiative; Belle Vale Forum; SCCYP / St Cyril's Club; Belle Vale Children's Centre; Woodlands Community Centre; Dolan Court, Belle Vale Community Fire Station

Our Lady of the Assumption Parish and School; Happy House Day Nursery; Gateacre Comprehensive School; ACE; Manwell; St Mark's Parish.

St Gregory's RC Primary School; Belle Vale Jobcentre; Lee Valley Millennium Centre; Valley Hub; Lee Valley Pensioners; Joseph Williams Mews (Riverside Housing Association); Garden Lodge Care Home; Company Matters 4 U.

- Thematic Partnerships

Tom Harrison House (Veterans);

Transforming Choice (Recovery);

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Homebaked CIC;

Kitty's Laundry;

Sahir House;

Pagoda Arts Centre.

___ C.2.2 Community Learning Intent, Implementation and Impact ___

The awarded contract required engagement and recruitment of 270 adult learners for Speke Garston and 170 for Belle Vale which totals 440 learners. The ward residential minimum threshold was 70%. Contracts were awarded on September 1st 2023 This was earlier than in the previous years and within three weeks, OfSTED conducted a full inspection - followed a week later by Matrix assessment.

___ C.2.2.1 OFSTED Inspection ___

The full inspection in September 2023 focussed upon Liverpool Adult Learning Service but with significant scrutiny of sub-contractors thus involving STEC. The Lead Inspector spent time at STEC and STEC staff and learners were interviewed. The service was graded as follows:

Overall Effectiveness - Good

Quality of education - Good

Behaviour and Attitudes - Outstanding

Personal Development - Outstanding

Leadership and Management - Good

Adult Learning Programmes - Good

A letter from Head of Adult Learning, Elaine McCausland stated:

Hi Mark and all at STEC,

It was great to see you last week and to have a catch up with you and the really good work that you and the team do out in South Liverpool and surrounding areas / wards. During our recent Ofsted Inspection, I heard some amazing feedback from the inspection team, at the evening feedback meetings, about how your work really does help to change people's lives; truly transformational. I don't need the inspection outcome to tell me that though... our quality visits and learners tell us all the time that you are making a real difference. Adult and community learning is an enabler... and capacity builds beyond the classroom. We know that many of your learners go on to work in and around our local neighbourhoods, giving back..adult learning is an amazing service in the heart of the community. Please pass on my thanks to all the team, who work every day to help make a difference. I look forward to continuing to work with you over the coming year and working together.

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Best wishes, Elaine.

___ C.2.2.2 Matrix Accreditation ___

One week after Ofsted, STEC was awarded the 2023 Matrix Award for information, advice & guidance (iag) with extremely complimentary and positive comments:

The difference the IAG makes to recipients and the overall impact Recipients of IAG benefit from a range of outcomes including identifying appropriate courses, improving employability prospects, completing courses, entering employment, setting further development goals and developing social contacts and activities. Case studies are often produced and published to highlight the achievements and progress of learners. Some of these outcomes (notably engagement in courses, completion of courses and passing qualifications) are robustly reported upon as part of funding providers' requirements. IAG makes a positive impact upon organisational performance of funded contracts. The effectiveness of IAG is considered in the organisation's evaluation of attendance, enrolment levels, learner retention and pass rates and numbers of learners entering employment or engaging in further learning. Targets are set by commissioners and STEC monitors and reports on performance against targets either monthly or quarterly depending on funder requirements. For example, in the year to date, the target of completing 440 learners in community learning by October was almost met by July, with 95% of the target satisfied. In the academic year 2022- 23, pass rates of 100% were recorded in First Aid courses, and ranged from 95% to 99% for Nutrition, Food Safety and Health and Safety courses. In 2021-22 Include-IT delivery, 37 of 181 learners progressed into jobsearch or employment (one below target), 16 previously unemployed learners progressed into employment and 41 learners progressed into education"

The report continued:

What is working particularly well:

A number of strengths / areas that are working particularly well were identified during the assessment, which are detailed below.

- All learners interviewed reported feeling safe while undertaking their programmes. For some, this was in stark contrast to their feelings about society generally before joining a STEC programme; they had become disenfranchised with the national and local support infrastructure. This is particularly pertinent given the high proportion of vulnerable adults that engage with the service. Management recognises that feeling safe is an important enabler for service recipients

- An overt culture of wellbeing was evident. Learners and partner organisations felt that STEC were proactively promoting and achieving a sense of wellbeing. Many learners described how the support provided by STEC had improved their mindset and self-esteem and given them motivation to improve lifestyle and aspirations for work and learning. Staff also feel positively encouraged and supported to develop their mental well-being and resilience. Leaders (Trustees), Managers and Staff all proactively foster positive wellbeing in all their dealings with recipients, partner organisations and each other

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- The impartiality and confidentiality of IAG support and staff integrity are recognised discreetly by recipients. Because recipients see for themselves that staff act diligently and in the interests of recipients, they tend to come forward and ask for support

- Partnership relationships are strong and collaboration is widespread. STEC are constantly monitoring the local support landscape to identify and engage and engage with organisations that share their interest in community support. Funding agencies value the reach the organisation has into local communities and service recipients benefit from extensive and reliable signposting and referrals

- STEC demonstrates an altruistic attention to individual recipient needs, staff are diligent, attentive and patient in identifying needs not only at the beginning but throughout as needs evolve

___ C.2.2.3 Curriculum Distribution ___

- Course Intent: Employability

Skills Passports 34.4%

Driving Theory 12.8%

ESOL 08.7%

Skills for Care 00.9%

Employability Sub-Total 56.8%

- Course Intent: Wellbeing

Love Lash Lift 16.6%

Build Your Confidence (Woodwork) 10.7%

Glass Engraving 04.6%

Pyrography 04.1%

Wonderful Me (Mindfulness) 03.4%

Wellbeing Sub-Total 39.4%

- Course Intent: Digital Inclusion (non UKSPF) 03.08%

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Thematically, STEC's Learning Theme of Digital Skills had been delivered on a complementary basis through the ESF / National Lottery Building Better Opportunities Programme. (see 5.1 below). This was funded by UKSPF from April 2023.

STEC's participation in Liverpool City Region Combined Authority's Economies for Healthier Lives Programme The Health Foundation had initiated greater analysis and tracking of learner choices as a social barometer of priorities in the lives of local residents. The interesting phenomenon post-Covid was the significant augmentation in learning opportunities under STEC's Wellbeing intent whether this be conditioned by a desire for inner strength and resilience (as per Mindfulness) or by a desire for diversionary education Love, Lash, Lift; Pyrography; Glass Engraving, Creative Writing and Women's Woodwork.

- 2021-22:

Employability 78%; Wellbeing 22%; Digital 0% (all covered by Include-IT Mersey)

- 2022-23:

Employability 52%; Wellbeing 45%; Digital 03%

It is worth noting that during this year, Wellbeing actually overtook Employability as option of choice before this balanced back to the status quo for STEC.

- 2023-24:

Employability; 56.8%; Wellbeing 39.4%; Digital 03.8%

In terms of Impact, the following outcomes were achieved:

Employment (Full-time / Part-Time / Job Transition and Self-Employed) 38.04%

Volunteering in local charities 26.65%

Progression to Other Courses 35.51% Some learners may have more than one progression such as a job with learning or volunteering with learning. In the main, learning progressions were arranged with Liverpool Adult Learning Service and Workers Educational Association (WEA) .

Most of the programmes were non-accredited with awarding body data not applicable but the main exceptions were Skills Passport comprising accredited short courses with Royal Society for Public Health with the success rate ranging from 98.1% - 100%. Top Green Status was also afforded to STEC by British Computer Society (BCS) with 100% attainment for EDSQ and Quality Assurance standards praised.

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___ C.2.2.4 Equality Outcomes ___

i) Engagement of BAME Learners

Target 15%; Achieved 23%

ii) Engagement of learners with Disabilities

Target 25%; Achieved 48%

iii) Engagement of Male learners (under represented in Liverpool)

Target 30% and achieved 26% still an area to improve but 2% improvement from 2023

___ C.2.5 United Kingdom Shared Prosperity Fund Include -IT Mersey ___

- C.2.5.1 Intent

This Digital Inclusion programme was funded by United Kingdom Shared Prosperity Fund through Liverpool City Region Combined Authority sub-contracted to Voluntary Organisations Learning Association (VOLA). It succeeded the Include-IT Mersey Programme funded through ESF and National Lottery which delivered Digital Inclusion between 2017 and 2023. In terms of Intent, the shift to the auspices of Liverpool City Region Combined Authority allowed a refocus upon the purity of promotion of Digital Inclusion and whilst skills and economic outcomes were still reflected, a broader interpretation of eligibility opened the door for third age learners and indeed anybody aged 16+ to enrol (much more so than under Building Better Opportunities). This reflected more closely Mayor Rotheram's commitment to Digital Inclusion in his manifesto statement that - No-one should be left behind.

Whilst the contract involved a two year delivery until March 25, during this reporting period between August 23 and July 24, the Include-IT Mersey Project proceeded at an outstanding pace in terms of engagement and outcomes so that against the two year target of 47 eligible learners, STEC had achieved 45 learners by the end of year one (constituting 96%).

Another feature of this project was that with Liverpool City Region Combined Authority's wider geographical footprint, there was a requirement to engage Knowsley learners in addition to Liverpool learners. This was in itself more challenging because STEC traditional territory focuses on South Liverpool.

- C.2.5.2 Implementation

Two staff delivered in a range of locations - STEC, Lee Valley Millenium Centre, Woodlands Community Centre and Dolan Court.

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The delivery and implementation of Include IT-Mersey under UKSPF built upon the proven successful model for digital learning applied within Building Better Opportunities. Based upon STEC's South Liverpool Digital Inclusion Strategy - We are where you are - it comprised the following elements: i) 72 hours intensive guided learning and practice ii) Learn My Way plus enrichment (based upon personal priorities) iii) Digital Jobsearch iv) Access to progression to EDSQ where appropriate v) Drop-in Sessions for reinforcement and to practise application of digital skills vi) Designation of outreach locations in the community vii) Delivery in outreach locations – non-traditional learning venues such as community halls and tenant centres viii) Leverage of digital equipment into such community venues ix) Development of staff and volunteers in venues to become informal digital champions x) Linkage of new venues to City Region and National Digital Networks for their sustainability.

- C.2.5.3 Impact

Measurement of impact must be set in the context of time apportionment against a two year programme. However given that the benefit of project completion in March 2025 produced results exceeding 140% of targets, these were the results in July 2024:

Starts 96% of overall targeting and 46% in excess of time apportioned targeting (July 2024)

Successful completions 78% of overall target and 38% above target to July 2024

Progressions 74% of overall and 24% of target to July 2024

___ C2.6 The Progress Partnership (TPP) ___

This new programme aimed at connecting economically inactive residents of Liverpool City Region to the labour market as measured by participation in education, jobseeking or moving into employment. This was funded through UKSPF and was sub-contracted by Liverpool City Region Combined Authority to Voluntary Organisations Learning Association (VOLA). This South Liverpool arm of the project was a collaborative between STEC and South Liverpool Youth Hub (managed by Employability Solutions Ltd) . STEC's contribution to the project was delivered by the Chief Executive Officer acting as a Key Worker. The role required a diverse range of activities including:

The project required a dynamic and innovative approach to challenging the barriers to progression faced by people who are economically active because of:

- Health Problems

- Mental Health Conditions

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TRUSTEES' REPORT

- Incapacity for independent travel
- Living outside of the welfare and tax system
- Homelessness
- Substance or Alcohol Addiction
- Offending Patterns /history of imprisonment
- No work history because of historic family / caring duties (returners to the labour market)
- Skill deficiencies in independent living (basic cookery skills)

The STEC response has provided the following solutions:

- Information, Advice & Guidance
- Mentoring
- Travel buddying
- Interview support
- Sourcing education courses (basic cookery, ESOL, Computer Courses)
- Making the links between applicants and colleges
- Making the links with other support services (National Careers Service, Liverpool In Work, SWAGGA Social Prescription)
- Ensuring safety and safeguarding of participants (working with Whitechapel / Housing Options, referral to South Liverpool Domestic Abuse Project)
- Accessing state benefits correctly
- Accessing specialist health advice and services
- Providing access to diversionary activities to promote physical and mental wellbeing (e.g., Manwell football and winter cricket sessions with Liverpool Cricket Club)
- Involving local councillors and MP where necessary

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

Although the project only delivered in the final 33% of the reporting period August 2023 - July 2024, engagement targets were exceeded by 17.5% with STEC delivering 50% of engagements and outcomes.

- Employment targets were exceeded by 50%
- Education targets were exceeded by 29%
- Participants reported an increase in Jobsearch skills and enhanced employability.

An independent evaluation is scheduled to report imminently and as the project has been renewed by Liverpool City Region Combined Authority, this will feature in the next Director's report.

___ C3 STEC Social Enterprise ___

STEC Tenants (not STEC Social Space):

- Amanda's Day Service - Social Care - CIC
- CK Equine - Equestrian Equipment - Micro
- European Playworkers Association
- Franchising Work - Enterprise Support - Not for Profit Organisation
- IPC - Pest Control - SME
- Rise Up CIC
- Rt Hon Maria Eagle MP - Politics - Public Sector
- Maestro Music Academy - Music School - SME
- Nails by Christine - Nails Studio - Micro
- Orchard Foodbank - Charity moved into Social Space in May 2023
- QED- Renewable Energy - SME
- Strategic Ridge Micro-business
- Talent Match / MYA - Youth Support - Charity

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

- Thermal Mapping & Validation - Pharmaceuticals - Micro

- Children Heard And Seen - Charity

___ C3.2 STEC also hired conference and training rooms to the following organisations ___

- Liverpool City Council Children's Services

- Liverpool City Region Combined Authority

- Workers' Educational Association (WEA)

___ C3.3 Payroll Services for Charities and Community Groups ___

Payroll administration support was provided to the following organisations:

- The Minibus Agency

- ARCH

- Speke Children's Environment Committee (Speke Adventure Playground)

C 4 COMMUNITY SUPPORT ACTIVITIES

___ C4.1 STEC Social Space ___

Based on the concept that within STEC's Social Enterprise Model, tenants should contribute to shared site costs, the STEC Social Space, provides free accommodation and capacity-building for organisations and projects which STEC's Trustees deem worthy of such support because of their community contribution and social impact. This has expanded from its inaugural designation for Liverpool Talking Newspaper and now numbers ten organisations and projects as follows:

___ C.4.1 Social space Full Time Office / Studio Donation ___

- Liverpool Talking Newspaper

- The Orchard Foodbank

- The Original Swap Shop

- Merseyside Dementia Friendly Radio

Speke Training and Education Centre Limited

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

Total in-kind value £10,752

___ C.4.2 Social Space Donated Weekly Sessional Support ___

- Speke Community Centre - The Commy CIO (registered office)
- Manwell CIO (registered office)
- The Harris Club for the Disabled (Friday evening socials)
- Attitude Performing Arts (Wednesday evening writing and rehearsals)
- THRED CIC - Dementia support group (every second Friday afternoon)
- Piotr Budr - Albanian Heritage School (Saturday afternoons)

Total in-Kind value £9,140

Social Space in-kind value £19,892

- Community Partnerships

During the period August 2023 - July 2024 STEC actively supported partner organisations in community regeneration work. On one level, this involved working at Board Level or Advisory Committee thus providing strategic support and in other contexts working collaboratively on an operational basis.

This support has taken place both in respect of charitable organisations such as Five Children and Families Trust, Voluntary Organisations Learning Association (VOLA) and Netherley Youth & Community Initiative. On other levels, STEC worked with South Liverpool Homes to bring community and other organisations together to implement the South Liverpool Homes Reach facility in Parklands Library.

STEC maintained a very special relationship with Workers Educational Association (WEA) supporting the work of the North West Regional Committee as it evolved to the Liverpool City Region Local Advisory Panel.

STEC worked closely with Liverpool In Work, Ways To Work, Households Into Work Programmes, National Careers Service and SWAGGA health network

Partnerships are valued by STEC as being of primary importance in positioning the STEC resource as a central community facility and promoting a range of outcomes for local people whilst supporting the sustainability of the local third sector within which STEC continued to play an important role. Reciprocally however, given the challenge of engagement targets, the local partnerships provide a mechanism for reaching new learners via community conduits.

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

STEC has also provided training initiatives for the local voluntary sector focussing upon:

- Free Compliance Training in Health & Safety, First Aid, Food Safety for community groups
- Fire Safety Assessment and Training
- Bi-Annual Prevent Duty Workshops in partnership with Liverpool City Council Prevent Education Team
- Support for local refugees (Syrian groups, Kurdish, Afghan and Hong Kong families)

___ C5 Investing in Thematic Zoning ___

Trustees during 2023-24 agreed to build upon the reclamation of the rear of Unit House which had been purposeless for over six years and transformed into a Memorial Garden within a Wellbeing Zone on-site. During the year, this was enhanced by the conversion of depot space to become a well-being hub and yoga studio again under the theme of Wellbeing on-site. Finally dialogue with Sir Terry Leahy provided endorsement for designation of a suite of six offices on the Ground floor of Unit House as the Sir Terry Leahy Business Suite.

- C.5.1 Frances Hunt Speke Community Memorial Garden

This community resource was opened in October 2023 by Rt Hon Maria Eagle MP and the Worshipful Lord Mayor of Liverpool, Councillor Mary Rasmussen. Funded in the previous year by the Community Landfill Trust and Veolia Environmental Trust plus STEC direct support and some private donations, the opening event was attended by Andrew Brown of Veolia Environmental Trust and 150 local residents and representatives of 27 charitable / community organisations based in Speke who had supported the community during the forty years of STEC's charitable service (1983 – 2023). It is appropriate that the Complementing local war memorials and faith-based gardens of remembrance, this celebration of Speke's rich history of charitable endeavour is unique in its concept and a fitting tribute to STEC's former Chair, Frances Hunt whose life's work symbolised all that is positive about the community and the people of Speke.

- C.5.2 Rise Up CIC

In April 2023, STEC was informed by Liverpool Street Scene Ltd that budgetary constraints meant that the depot space in the Unit House Annex could not be retained. This area had a long and purposeful history but always as a workshop / depot (Steering Wheels Project, South Liverpool Homes Community Caretakers, Enterprise Depot and Liverpool Street Scene Depot. Trustees therefore opened broad consultations on possible new uses. Trustees decided to endorse a proposal from three on-site tenants as Rise Up to advance the theme of wellbeing at STEC.

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

Investment in this area upgraded the depot to accommodate three holistics studios for massage / acupuncture / Reiki, a kitchen, toilet and a large yoga studio. This was opened by former World Light Heavyweight Boxing Champion, John Conteh on January 24th 2024 and is now delivering a diverse range of services on-site some in partnership with Speke Community Centre.

- C.5.3 Sir Terry Leahy Business Suite

Dialogue was established in autumn 2023 to celebrate Sir Terry's success having started life in the Belle Vale area of Liverpool. He agreed to this request and STEC upgraded six offices to become a mini-business centre for more established small businesses. The upgraded rooms were named in honour of local residents who had excelled in their art in the way Sir Terry Leahy has:

- Alan Rudkin MBE

- Rita Tushingham

- Bob Paisley OBE

- John Lennon

- George Harrison MBE

- Jack Jones

PRINCIPAL FUNDING SOURCES

___ D1 Alignment of Principal Funding Sources of STEC to the Charitable Objects ___

During the period 2023 - 2024, STEC entered into, or delivered contracts with a number of organisations whose objects were demonstrably congruous with STEC's Mission. Income earned from these contracts was expended as per the Charity's Objects and the Mission Statement. These contracts are detailed below and are connected to the aspect of the Charity's activities as set out in the Mission Statement and Section B above on Objectives and Activities:

- D1.1 Liverpool City Council Adult Learning Service

This programme provides STEC with the means to engage a diverse cohort of local citizens and enables STEC to promote its three themes of learning - Employability, Digital Inclusion and Well-being. In short, this is the major source for STEC to achieve its charitable goal of advancing learning.

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

The Community Learning Programme reflects the City of Liverpool priorities which focus upon employment and employability within the strategic Liverpool City Plan. Well-being of residents features too and Digital Inclusion is a Liverpool City Region Combined Authority Priority. Through this funded activity, STEC can advance education and relieve poverty.

- D1.2 Sefton Council for Voluntary Service - STEC actively supports the Voluntary Organisations Learning Association (VOLA) and has participated in the Building Better Opportunities Project Include-IT Mersey because of the boost this can offer the STEC Intent of Promoting Digital Inclusion. The UK SPF-funded Include -IT Mersey is opening opportunities for older learners who are digitally excluded and may face a multiplicity of barriers to progression. Effectively STEC is the (outer) South Liverpool delivery partner for SCVS in this project which aligns very closely with STEC's objectives of relieving digital poverty through education. From April 2024 a second project The Progress Partnership funded engagement and support of economically inactive Liverpool City Region residents. For decades, STEC has undertaken such engagement because charitably, it is the right thing to do in the community. The Progress Partnership recognises and supports these endeavours.

- D1.3 All funded activities including social enterprise income generated from premises, were aligned to the charitable goals of Speke Training & Education Centre.

FINANCIAL REVIEW

D5 Financial Position of STEC: August 2023 - July 2024

In the year ended 31 July 2024, total incoming resources available for charitable application were £315,421 (2023 £384,411). Total outgoing resources were £371,220 (2023 £386,742).

The charity had net expenditure of £14,771 (2023 £2,827) on the unrestricted fund. The movement on the restricted fund was net expenditure of £41,028 (2023 net surplus £496).

The reserves at 31 July 2024 are £549,139 (2023 £563,910) unrestricted and £835,461 (2023 £876,489) restricted.

FUTURE PLANS

___ E1 Into the fifth Decade of Charitable Service ___

The initial part of the year 2023-24 was dedicated to the celebration of STEC's 40th Anniversary of founding. A full fifteen months of events marked this celebration:

- A visit by Andrew Brown of Veolia Environmental Trust in November 2022 inaugurated works on the Frances Hunt Speke Community Memorial Garden

Speke Training and Education Centre Limited

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

- On 25th February 2023 STEC staged a Community Celebration Evening to mark the anniversary of the signing of the Memorandum and Articles of Association on 25th February 1983 with Wilfred Johnstone as a Founder Trustee in attendance. This Community Party took place at Metalboxonians Club and brought former staff and beneficiaries together with funders past and present together.

- In March 2023, STEC was visited by the High Sherriff of Merseyside

- In July 2023 BBC Radio Merseyside dedicated a feature on STEC's work with the Afghan Community in the Crowne Plaza Hotel

- In October 2023, the Frances Hunt Speke Community Memorial Garden was opened by the Worshipful Lord Mayor of Liverpool, Councillor Mary Rasmussen and Rt Hon Maria Eagle, Member of Parliament for Liverpool Garston.

- In November 2023, BBC Radio Merseyside featured STEC and the Frances Hunt Speke Community Memorial Garden on Paul Beesley's radio show

- In December 2023, STEC was featured in Liverpool Echo with a full article about the evolution of the charity in response to evolving community needs

- In January 2024 the Rise Up Wellbeing Hub was opened by John Conteh

- In March 2024, the Sir Terry Leahy Business Centre was completed

- Sadly in April 2024, Founder Trustee Wilf Johnstone passed away. Wilf's passing marked the last vestige of continuity with the 1980s and focuses the attention of Trustees upon how STEC fulfils its charitable purpose into future decades.

___ E2 Grant Assistance ___

STEC has tended traditionally to aim for contract delivery and social enterprise trading in order to achieve sustainment. Trustees decided that more charitable support should be achieved especially to contribute to the range of activities which STEC delivers without any assistance. A strategic partnership with Merseyside Play Action Council is currently finalising applications to major grant makers to strategically move STEC to within the funded community.

___ E3 Business Links ___

STEC has been a key player under the auspices of Chair Stuart St Vincent Fitzgerald in the establishment of the South Liverpool Business Conversation from spring 2024. This brings together business interests across South Liverpool to collaborate for shared goals within a growing economy. This provides STEC with business links in the hope that such collaboratives may facilitate diversification of future income streams. The major organisations involved are Liverpool Hope University and Liverpool John Lennon Airport. However STEC has itself made a major contribution in organising Business Breakfasts and taking the lead on a South Liverpool Business Celebration with Liverpool City Council and the Liverpool Chamber of Commerce. Our hope is to formalise this newer aspect of STEC activity to attract income for the benefit of all participating organisations.

Speke Training and Education Centre Limited

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

___ E4 STEC's Neighbourhood Role ___

STEC has quickly established excellent relationships with the new Liverpool City Council Neighbourhood Team. STEC works closely in Area Ten, Belle Vale, Much Woolton & Hunts Cross and Area Twelve Speke and Garston. Besides the South Liverpool Business Conversation activities delivered with the City Council Business Team, STEC has hosted numerous Neighbourhood Team meetings and Good Help Training which established the 19-24 Conversation - a coalition of the third sector.

In 1995, STEC's Board of Trustees sent a clear message to the Speke Garston Partnership architects of regeneration in the area which invited them to utilise STEC as a vehicle for delivery of their programmes to improve the quality of life in Speke Garston. Thirty years later STEC again remains willing and able to serve the Liverpool City Council Neighbourhood Teams to respond effectively to the needs of the communities we serve.

SHARE CAPITAL

The company is limited by guarantee and as such does not have a share capital.

FIXED ASSETS

Details of the movements in fixed assets are shown in the notes to the accounts.

POLITICAL CONTRIBUTIONS AND CHARITABLE DONATIONS

No political or charitable donations were made during this year.

TRUSTEES AND DIRECTORS

The names of the trustees/directors who held office during the year are shown on page 2. No remuneration was paid to any director for their services as a director.

In accordance with the memorandum and articles of association the following directors retire by rotation and being eligible offer themselves for re-election:

- David Hunt
- Rev Edward Cain
- Debbie Gayle (appointed since last AGM)

RESERVES POLICY

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

The Board plan for activities to make a positive contribution to overheads. The Board aims to establish and maintain its level of reserves in order to guard against contingencies, provide for future maintenance and replacement of assets and resources and to establish a self-sustaining organisation able to manage through any change in training programmes. It was agreed that with transitions in the contractual environment, working capital would be required from these reserves and the Charity has designated £65,000 for development and transitions in short term business plans. The current level of unrestricted funds of £549,139 comprises £65,000 designated funds, £110,972 general free reserves (funds not tied up in fixed assets or designated funds) and £373,167 general unrestricted funds tied up in fixed assets. The level of Free reserves is reviewed and evaluated annually, to ensure its currency and relevance to the needs of the Charity. The free reserves are required for financial stability during future capital development and future capital development will involve investment from reserves.

DAY TO DAY RISK ASSESSMENT

The Board confirm that the day-to-day controls are designed to mitigate the identified risks faced by the charity

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors / trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors 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 charity and of the net incoming or outgoing resources of the charity for that period.

In preparing the financial statements, the trustees are required to:-

- Select suitable accounting policies, and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- Observe the methods and principles of the charities SORP

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Speke Training and Education Centre Limited

FOR THE YEAR ENDED 31/07/2024

TRUSTEES' REPORT

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 financial statements may differ from legislation in other jurisdictions.

CONTRACTS


There were no contracts of significance in which a director/trustee is or was materially interested either during or at the end of the financial year

INDEPENDENT EXAMINER

A resolution will be proposed at the Annual General Meeting to re-appoint Julie Guinan of Harvey Guinan LLP as Independent Examiner for the ensuing year.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 23/04/2025



S St. V. Fitzgerald
Trustee

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2024

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SPEKE TRAINING AND EDUCATION CENTRE LIMITED

I report on the accounts of the company for the year ended 31/07/2024 .

RESPONSIBILITIES AND BASIS OF REPORT

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

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

INDEPENDENT EXAMINERS STATEMENT

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.


I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order for a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2024

..... Independent Examiner Julie Guinan FCCA

Date: 23/04/2025

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House
Matchworks Estate, 140 Speke Road
Liverpool
Merseyside
L19 2PH
0151 709 7797

Speke Training and Education Centre Limited

**Statement of Financial Activities
for the year ended 31/07/2024**

	Unrestricted funds	Restricted funds	2024	2023
	£	£	Total	Total
	£	£	£	£
Income				
Income from generated funds				
Income from Investments	12	-	12	11
Income from charitable activities	271,428	43,981	315,409	384,400
Total Income and endowments	271,440	43,981	315,421	384,411
Expenses				
Costs of generating funds				
Expenditure on Charitable activities	286,211	85,009	371,220	386,742
Total Expenses	286,211	85,009	371,220	386,742
Net gains on investments				
Net Income	(14,771)	(41,028)	(55,799)	(2,331)
Gains/(losses) on revaluation of fixed assets				
Net movement in funds:				
Net income for the year	(14,771)	(41,028)	(55,799)	(2,331)
Total funds brought forward	563,910	876,489	1,440,399	1,442,730
Net funds carried forward	549,139	835,461	1,384,600	1,440,399

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

Speke Training and Education Centre Limited

BALANCE SHEET AT 31/07/2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible assets	4	1,208,233	1,238,698
Investments	5	395	299
		1,208,628	1,238,997
CURRENT ASSETS			
Debtors (amounts falling due within one year)	6	40,161	45,469
Cash at bank and in hand		212,084	269,236
		252,245	314,705
CREDITORS: Amounts falling due within one year	7	76,273	113,303
NET CURRENT ASSETS		175,972	201,402
TOTAL ASSETS LESS CURRENT LIABILITIES		1,384,600	1,440,399
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	9	484,139	498,910
Designated funds		65,000	65,000
Restricted funds	10	835,461	876,489
		1,384,600	1,440,399

For the year ending 31/07/2024 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Approved by the board of trustees on 23/04/2025 and signed on their behalf by



.....
S St. V. Fitzgerald
Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/07/2024**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from donations and grants including capital grants is included in incoming resources when these are receivable except as follows: When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income the income is deferred and not included in incoming resources until the preconditions for use have been met. When donors specify that donations and grants including capital grants are for particular restricted purposes which do not amount to preconditions regarding entitlement this income is included in incoming resources of restricted funds when receivable.

Voluntary income includes discretionary grants for projects, goods and services where no service agreement or contract exists. Income from donated services and facilities is included in incoming resources at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party. Interest is included when receivable by the charity.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure: Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Governance costs: These represent costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds-these are unrestricted funds of the charity which have been set aside to fund a particular purpose of the Charity.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Land And Buildings	straight line 2%
Fixtures and Fittings	reducing balance 15%
Equipment	reducing balance 15-25%

1g. Pension Costs

The company operates a defined contribution pension scheme. The pension charge represents the amounts payable by the company to the fund in respect of the year.

1h. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

1i. Government Grants

Government grants are recognised in profit and loss in the year in which they are received.

1j. Investments

Fixed asset investments are shown at cost less amounts written off.

Provisions are made for permanent fluctuations in value.

1k. Leasing Commitments

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired under finance leases are depreciated over the shorter of the lease term and their useful lives. Assets acquired under hire purchase contracts are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to profit and loss account on a straight line basis.

1l. Preparation Of The Accounts On A Going Concern Basis

At the time of preparing accounts the trustees have reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees therefore continue to operate the going concern basis of accounting in the preparation of accounts. The Trustees confirm that they have considered a period of more than 12 months from the date when the accounts are signed in assessing the going concern and business plans indicate sufficient resources are available to continue trading.

1m. Policy For Debtors

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

1n. Policy For Cash At Bank And In Hand

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

1o. Policy For Creditors And Provisions

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

1p. Policy For Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Speke Training and Education Centre Limited

2. DIRECTORS AND EMPLOYEES

Particulars of employees (including directors) are shown below:

Employee costs during the year amounted to:	2024	<i>2023</i>
	£	£
Wages and salaries	167,766	151,537
Social security costs	7,006	7,375
Pension costs	7,614	6,692
	<u>182,386</u>	<u>165,604</u>

No trustee had any material interest in any contract during the year. No trustee is paid for their services as a trustee.

3. PENSION CONTRIBUTIONS

	2024	<i>2023</i>
	£	£
Pension contributions	7,614	6,692
	<u>7,614</u>	<u>6,692</u>

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost represents contributions payable by the company to the fund and amounted to £7,614 (2023: £6,692). The amount owing to the pension company at 31 July 2024 was £nil (2023: £nil).

Speke Training and Education Centre Limited

4. TANGIBLE FIXED ASSETS

	Land And Buildings £	Fixtures and Fittings £	Equipment £	Total £
Cost				
At 01/08/2023	1,561,199	35,700	395,942	1,992,841
Additions	<u>2,008</u>	<u>17,305</u>	<u>20,255</u>	<u>39,568</u>
At 31/07/2024	<u>1,563,207</u>	<u>53,005</u>	<u>416,197</u>	<u>2,032,409</u>
Depreciation				
At 01/08/2023	429,649	-	324,494	754,143
For the year	<u>43,910</u>	<u>7,950</u>	<u>18,173</u>	<u>70,033</u>
At 31/07/2024	<u>473,559</u>	<u>7,950</u>	<u>342,667</u>	<u>824,176</u>
Net Book Amounts				
At 31/07/2024	<u>1,089,648</u>	<u>45,055</u>	<u>73,530</u>	<u>1,208,233</u>
At 31/07/2023	<u>1,131,550</u>	<u>35,700</u>	<u>71,448</u>	<u>1,238,698</u>

Included in land and buildings is the building known as Unit House which has been occupied by the charity and has been subject to conversion and improvement as shown in these accounts. All properties are subject to restrictive covenants imposed by the original donor. All assets are used for charitable purposes. The charity had a lease for the term of 999 years from 31 March 2003 for the land and buildings including Unit House and Booth House (now disposed of) from Speke- Garston Developments Limited. The freehold for the land was originally held by North West Development Agency, then the assets transferred to the Homes and Communities Agency and subsequently to Liverpool City Council. The trustees in 2016 have disposed of Booth House and as part of the disposal agreement Liverpool City Council awarded STEC the freehold of Unit House on 30 October 2015 replacing the 999 year lease instigated in 2003.

Speke Training and Education Centre Limited

5. FINANCIAL ASSETS

	Shares in group companies and participating interests	Listed Investments	Total
	£	£	£
Cost			
At 01/08/2023	2	297	299
Revaluation	-	96	96
At 31/07/2024	<u>2</u>	<u>393</u>	<u>395</u>
Amortisation			
Net Book Amounts			
At 31/07/2024	<u>2</u>	<u>393</u>	<u>395</u>
At 31/07/2023	<u>2</u>	<u>297</u>	<u>299</u>

6. DEBTORS

	2024	2023
	£	£
Amounts falling due within one year:		
Trade debtors	33,050	33,944
Other debtors	7,111	11,525
	<u>40,161</u>	<u>45,469</u>

Speke Training and Education Centre Limited

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	5,178	50,715
Taxation and social security	901	2,109
Other creditors	70,194	60,479
	<u>76,273</u>	<u>113,303</u>

There is a standard mortgage debenture held in the name of the Charity incorporating a fixed and floating charge over the assets of the Charity dated 21.3.96 by the Co-operative Bank.

8. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/07/2024 there were 8 members.

9. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	498,910	271,440	(286,211)	-	484,139
Designated Development Fund	65,000	-	-	-	65,000
	<u>563,910</u>	<u>271,440</u>	<u>(286,211)</u>	<u>-</u>	<u>549,139</u>

Designated Development Fund

For Development and transitions in the short term business plans and including contingent liabilities.

Speke Training and Education Centre Limited

10. RESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
Restricted Fixed Asset Fund	836,722	-	(33,639)	-	803,083
UK SPF - TPP	-	13,448	(13,448)	-	-
Merseytravel	-	3,500	(3,500)	-	-
Restricted Fixtures and Fittings Grant	5,000	-	(2,333)	-	2,667
Veolia Memorial Garden Fund	33,250	1,750	(6,806)	-	28,194
UK SPF - VOLA	1,517	25,283	(25,283)	-	1,517
	<u>876,489</u>	<u>43,981</u>	<u>(85,009)</u>	<u>-</u>	<u>835,461</u>

Restricted Fixed Asset Fund

The incoming capital resources this year are from the Liverpool City Regional Combined Authority Special Investment Fund Liverpool South Work and Wellbeing

UK SPF - TPP

Funding for connecting with economically inactive residents.

Merseytravel

Funds for the EHL resident engagement and messaging campaign

Restricted Fixtures and Fittings Grant

Veteran Grant for Capital funds for flooring

Veolia Memorial Garden Fund

Funds for the Creation of a Memorial Garden at STEC

UK SPF - VOLA

Funds for the delivery of Training

11. TAXATION STATUS

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. Recovery is made if appropriate of tax deducted from income and from receipts under Gift Aid. The charity is not registered for Value Added Tax.

Speke Training and Education Centre Limited

12. GENERAL INFORMATION

Speke Training & Education Centre Limited, a charitable company limited by guarantee, is incorporated and domiciled in England and Wales, and has its registered office and principal place of business at Unit House, Speke Boulevard, Liverpool, L24 9HZ. The accounts are stated in sterling, the functional currency of the charity.

The principal activity of the charity is the provision of education, training and regeneration.

13. NET ASSETS BY FUND

	Tangible Fixed Assets and Investment	Net Current Assets	Total
Restricted funds	835,461	-	835,461
Unrestricted Funds	373,167	175,972	549,139
	<hr/> 1,208,628	<hr/> 175,972	<hr/> 1,384,600

14. NUMBER OF EMPLOYEES

The remuneration of key management personnel was £42,847 (salary, employers NIC and Pension). There were no employees whose annual remuneration was £60,000 or more. The average monthly number of employees was

	2024	2023
Chief Executive	1	1
Curriculum and Departmentl Managers	2	2
Tutorial Staff/Project Co-ordinators/Assistants	2	2
Administration/Site Services	3	3
	<hr/> 8	<hr/> 8

Speke Training and Education Centre Limited

15. RESOURCES EXPENDED

	2024	2023
Cost of operating the Training and Education Centre		
Salaries and Staff Costs	182,386	165,604
Beneficiary and Volunteer Costs	1,406	6,238
Adult and Community Learning Costs	54,239	62,337
Other Costs - Administration; Premises; Depreciation and Maintenance Accounting	126,868	144,210
	3,441	2,784
	<hr/> 368,340	<hr/> 381,173
Governance Costs		
Independent Examination Fee and other direct cost	2,880	5,569
	<hr/> <u>371,220</u>	<hr/> <u>386,742</u>

Speke Training and Education Centre Limited

16. INCOMING RESOURCES

	2024	2023
Restricted		
BBO Income Joint Initiative ESF & Lottery Grants	-	43,044
Kickstart, ILM (2020) and Training Equipment Grants	-	7,556
UK SPF - VOLA	25,283	14,033
Veolia Memorial Garden Fund	1,750	33,250
UK SPF - TPP	13,448	-
Merseytravel	3,500	-
	<hr/> 43,981	<hr/> 97,883
Unrestricted		
Training Sales and Services	5,538	12,331
Adult and Community Learning	156,780	158,400
Tenancy Sales and Services	108,110	100,659
Small Grants and Donations	1,000	10,971
WEA for training	-	4,156
Dividends	12	11
	<hr/> 271,440	<hr/> 286,528
	<hr/> <u>315,421</u>	<hr/> <u>384,411</u>

SPEKE TRAINING AND EDUCATION CENTRE LIMITED

England & Wales - Charity number 516400

Accounts

Registered number: 1702793

Charity number: 516400

Speke Training and Education Centre Limited

Independently Examined Accounts

FOR THE YEAR ENDED 31/07/2023

Prepared By:

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House
Matchworks Estate, 140 Speke Road
Liverpool
Merseyside
L19 2PH

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2023**

TRUSTEES

D Hunt
Rev E Cain
W Johnstone (deceased 20 April 2024)
K Lindop
L Lock
S St V Fitzgerald (Chair)
Rev P Saltmarsh (Deputy Chair)
Rev G Morgan
C Lee

SECRETARY

D Hunt

REGISTERED OFFICE

Unit House
Speke Boulevard
Liverpool
L24 9HZ

COMPANY NUMBER

1702793

CHARITY NUMBER

516400

BANKERS

Lloyds Bank plc, Co-operative Bank plc

INDEPENDENT EXAMINER - Julie Guinan FCCA

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House
Matchworks Estate, 140 Speke Road
Liverpool
Merseyside

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2023**

L19 2PH

Speke Training and Education Centre Limited

**ACCOUNTS
FOR THE YEAR ENDED 31/07/2023**

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FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/07/2023

The trustees intend that this annual report also serves as the Statutory Directors' Report.

PRINCIPAL ACTIVITIES

The principal activities of the charity in the year under review were the advancement of learning and the relief of poverty.

STRUCTURE GOVERNANCE AND MANAGEMENT

A1 Status and Governance

Speke Training & Education Centre (STEC) is a Registered Charity (516400) and is constituted as a Company Limited by Guarantee (Company No. 1702793). The Council of Management of STEC is comprised of the Trustees of the Registered Charity who also serve as the Directors of the Company Limited by Guarantee. Within this report, the term Trustee also constitutes the term Director and vice versa. Similarly, the terms Company and Charity are treated as one and the same.

The Council of Management holds the primary responsibility for deciding organisational strategy, the adoption of policies and the employment of staff who may deliver and support activities consistent with the objects of the Charity (as set out in Section B). From time to time, the Council of Management recruits new Trustees and the criteria to determine such appointments are based upon the qualities and merits of the applicant in respect of potential or capacity to support the Charity's strategic development or operational continuous improvement.

Collectively, therefore, the Council of Management of Speke Training & Education Centre consists of Trustees / Directors with particular knowledge of:

- The local communities served by STEC - primarily the Speke Garston and Belle Vale wards within South Liverpool - with focus upon evolving demographics
- The Area, its Regeneration and Community Sustainability
- Training and Education
- The Community, Voluntary & Faith Sector
- Social Enterprise
- Anti-Poverty Initiatives

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

- Local Economy
- Small Business Support

Trustees have formally declared their eligibility to serve Speke Training & Education Centre both as Directors under the terms of the Companies Act 2006 and as Trustees under the eligibility criteria of the Charity Commission for England & Wales as set out in the Charities Act 2011.

Section B (Objectives and Activities) of this report sets out the charitable objects of STEC. These are summarised as The Relief of Poverty and The Advancement of Learning. In pursuit of these objects, the Council of Management is empowered to:

- Enter into contracts with National or Local Government Departments / Agencies (e.g. Liverpool City Region Combined Authority, Liverpool City Council), Colleges of Further Education, Local Regeneration Partnerships and other facilitative bodies.
- Apply to Trusts and other charitable grant-making bodies for support in delivering programmes of community learning and employability.
- Appoint qualified and competent staff in order to deliver programmes effectively and with quality as determined by the company's policy and practice in employment.
- Deliver a robust programme of continuing professional development in order that employees of the Charity may remain current and skilled whilst pursuing the furtherance of the Charity's objects and at the same time benefit as employees and citizens from the work of the Charity.
- Support the local communities in which the Charity practices through community development and facilitation services, education and employment interventions and environmental improvement projects.
- Promote the wider community, voluntary and faith sector through networking and partnership.
- Contribute to local business growth through the provision of workforce development programmes, managed office space, conference/meeting facilities, ICT support services, business administration, payroll services and employment linkage to assist recruitment.
- Promote the ideals and aspirations of sustainable and inclusive social and economic regeneration.
- Approve, publish, and review policies which comply with legislative and quality requirements and recommendations.

STEC has striven to realise the above charitable aspirations during the financial year August 2022 to July 2023 by delivering:

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

- Community Engagement and Support Projects
- Learning & Skills Programmes
- Business Support Services.

Boulevard Business Services Ltd

STEC's subsidiary company, Boulevard Business Services, remained dormant from a trading perspective. STEC owns the entire share capital comprising two £1 ordinary shares. STEC has increased the number of BBS Ltd Directors from the STEC Charity Trustee / Director cohort with the intent of achieving 100% alignment and with a 90% alignment achieved to date.

A2 Structure of Speke Training & Education Centre

Focusing upon the two charitable goals of Advancing Learning and Relieving Poverty, STEC retains a structure with two departments. The first advanced learning through the delivery of Community Learning activities and the second focussed upon Property Services Administration which for STEC delivers Relief of Poverty Initiatives and Social Outcomes through the use of the premises as a Community Anchor Hub - all supported and sustained by a mixed economy tenant and partner cohort

Community Learning broadly divides into three curriculum themes of Employability, Digital Inclusion, and Health & Wellbeing. This is complemented on-site by the delivery of wider curricula offered by partner learning providers (e.g. ESOL)

To advance learning, STEC employed a Head of Curriculum (with Tutorial duties) and two full time tutors around this core. A cohort of sessional specialist tutors allows STEC's curriculum to evolve in order to remain responsive to the needs of the local community and employers.

STEC's operation of a community anchor building offered managed office space for rent or conference facilities for hire. The on-site mixed economy accommodates over twenty-five organisations / activities with the majority of these being charities or not for profit organisations. In addition to Premises Management, STEC has provided Payroll Services to local charities. The rich diversity of community organisations on-site generates a range of social outcomes relieving poverty and improving quality of life for members of local communities which STEC serves (Orchard Food bank, Liverpool Talking Newspaper, The Original Swap Shop, THRED CIC - a user led organisation for adults living with dementia, The Harris Club for the Disabled in Speke, Attitude Performing Arts Group, Speke Community Centre CIO and Forum for Afghan Community Empowerment - FACE) This is designated the STEC Social Space which protects and nurtures local initiatives which would otherwise struggle to serve their respective communities / beneficiary cohorts.

A3 Management

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

STEC's organisational structure comprised the Chief Executive, Mark Ord, with overall responsibility for strategy and day to day management of the centre.

The Council of Management met on the basis of a minimum eight-week cycle with meetings scheduled more frequently if required. Council Meetings were furnished with comprehensive Chief Executive's, Head of Curriculum and Finance Reports. However, each Chief Executive's Report cross-referenced to more detailed Appendices. This approach has furnished Trustees with both an explanatory synopsis of activities / performance together with more specific detail facilitating deep-dive scrutiny wherever Trustees deem appropriate.

BUSINESS PLANNING AND RISK ASSESSMENT

A4 Risk Assessment

From the perspective of identification and management of risk, 2022-23 presented different risks to those in previous years with epidemic disruptions caused directly by Covid somewhat diminishing although more unpredictable vicarious impacts upon people and society and upon education provision were experienced.

The Charity invested in continuing improvements within its premises to achieve compliance in the contexts of health and safety, safeguarding and equality. Buildings occupancy is an ever-present consideration with the challenge to ensure that the charity can recover the premises costs.

In STEC's own operational contexts, evolving contracts presented a risk with attention specially focussed upon the final cessation of ESF Support on 31 March 2023 and the transition to UK-funded programmes (at a reduced level) through United Kingdom Shared Prosperity Fund – UKSPF).

In operational contexts one major contractor with its associated partner cohort (including STEC) was heavily engaged in preparation for Ofsted Inspection throughout 2022-23 and another regulatory changes required that STEC should achieve the Matrix Standard for information, advice and guidance. These factors posed direct risks of non-compliance or risks caused by increased pressures upon a small staff cohort.

STEC Trustees' strategy for risk reduction is to increase the diversity of income streams. The strategy has invested in the twin track approach of public sector contract delivery and self-generation of income through social enterprise activities largely based on the premises. Although this strategy seeks to reduce risk and achieve longer-term sustainability Trustees are fully aware that no strategy is without risk - the decade of Austerity and most recently the impact of COVID-19 has highlighted the reality that public sector contracting, social enterprise activities, (and indeed all activities requiring a premises to deliver from) have been impacted by constraints outside of STEC's control, which can undermine endeavours to achieve stability and longer-term sustainment. Trustees have been obliged therefore to continue to risk assess all activities, sources of income and contracts. In addition, because of the significance and range of public sector funding reductions and / or service reviews ushering in many structural changes both in terms of contracting organisations and key personnel, the Trustees have felt it is essential to be frequently briefed and have accordingly been furnished with details of national strategy changes and local authority developments as the initial section in each Chief Executive's Report. This provides context both for strategic planning and early response to operational change where required. Strategic decisions of importance have been required of Trustees determining the most effective way to deliver the Mission of the Charity in such difficult circumstances. Whilst The Council of Management have been guided by prudent business strategies with adequate controls for risk reduction, the seven years between 2016-2023 presented opportunities for investment in what became a freehold asset through significant public sector capital grant assistance and dedication of the charity's own reserve to achieve accessibility for all and better green

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

sustainability on-site.

Trustees intend that this investment should underpin growth in profile and in sustainable activities.

In conclusion, Trustees have ensured that all activities undertaken or facilitated by STEC are consistent with the two Charitable Objects of Advancing Learning and Relieving Poverty whilst constantly seeking new opportunities and innovative approaches for success and sustainment.

A5 Contracts

Trustees sign a Declaration of Interest at the commencement of each Council of Management Meeting. There were no contracts in which any Trustee/Director is or was materially interested either during or at the conclusion of the financial period 2022-23.

In addition, in accordance with the Memorandum and Articles of Association, there was no Trustee Remuneration during the period covered by this report.

In the preparation of this report, Trustees / Directors have taken advantage of the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

A6 Anniversary Year

On February 23 1983, STEC's Memorandum and Articles of Association were signed thus creating this charitable entity. On February 23 2023 a Community Party celebrated this anniversary at the adjoining Metalboxonians Club with a night of Memories and Music attended by former staff, learners and partners. This event sat at the heart of a year of celebration which will be reported in Section C.

Section B Our Intent (Objectives & Activities)

Speke Training & Education Centre (STEC) aims to advance learning and relieve poverty. Within these broad charitable aspirations, STEC is primarily a charity of place because the goals of this charity and the activities which pursue these goals are integral to the area which the charity serves. Speke Training and Education Centre's Objects and Mission were initiated in the early 1980s by residents of Speke who sought a response to the acute levels of unemployment experienced by local Merseyside communities at that time with particular concern over the lack of opportunity for young people in Speke and Netherley.

Section B of this Trustees' Report requires an overview of the activities which the charity has sought to undertake during the financial year 2022-2023. The composition of the Council of Management seeks to ensure that STEC should remain an active servant to the communities with the degree of self-determination to respond to changing needs of residents, households, community groups, charities and indeed small businesses. During the past forty years, the communities served by STEC have been successively afflicted by unemployment, multiple deprivation, local government austerity and most recently by the impact of Covid-19 and its variants. The Trustees have been determined that in an hour of dire need, STEC should always remain steadfast in its charitable service to its core communities (primarily Speke but also Garston and Belle Vale).

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

In order to provide meaningful context to Section B and thus demonstrate value and impact of STEC's operations as set out in Section C, the Trustees have in recent years incorporated within the report a short history and description of the area in which the charity operates as it is both relevant and important to consider the socio-economic profile of Speke, thus providing important context to this report.

B1.1 The Communities we Serve - background

The establishment of the satellite township of Speke and the massive growth of population from under 400 in 1931 to 25,000 in 1961 took place within a planning context which balanced housing with employment and educational opportunity. The industrial belt adjacent to the Speke estate was called the engine room of Merseyside and incorporated representation from the automotive and pharmaceutical sectors.

Location on the urban periphery provided further diverse employment opportunities ranging from Garston Docks, to South Lancashire (particularly Cronton) Collieries to agricultural labouring opportunities. This was further consolidated by the location to the area of the Ford Motor Company. With the general perception that municipal housing was of a high standard, Speke was deemed a good place to live and to work.

This optimism was shattered in the 1970's and 1980's with the decimation of the local industrial base including closure of significant employers Dunlop and Triumph. Once the balance between employment and residence was fractured, the position of Speke as a peripheral suburb undermined the capacity of local residents to access areas of new or wider opportunities especially because the community suffered low car ownership levels. Therefore Speke's entrenched and protracted high levels of unemployment (which reached 60% in some parts of the area in the 1980's and 1990's) was responsible for causing deprivation across a broad range of indicators such as earnings/poverty, education, skills/qualifications, health, crime and housing.

When Merseyside's economy was identified as requiring European Objective One assistance because of the malaise of the sub-regional economy in 1994, Speke Garston was highlighted as the first priority regeneration area in Liverpool with the warning from Bob Lane, the Director of the Speke Garston Development Company that Regeneration would be a marathon not a sprint.

In 2004, Liverpool ward boundaries were changed and this placed Speke alongside St Mary's ward (Garston) to form a new Speke Garston ward (one of thirty wards across the city of Liverpool).

B1.2 Ward Profiles

In May 2023, the political map of Liverpool was transformed yet again with the thirty established wards being divided into sixty four new wards as part of which Speke Garston was separated into two wards namely Speke and Garston but with some boundary extensions at the north end of Garston ward.

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

- In 2023, Speke remained the third most populous Liverpool electoral ward with 14,340 residents, just ahead of Belle Vale (13,653) but behind Norris Green and Kensington & Fairfield. However geographically, Belle Vale, Speke and Garston are more peripheral than Norris Green or Kensington & Fairfield so distance from certain democratic and support structures and services can impact large numbers of residents.

- The impact of Covid is evident in life expectancy although slight reductions were experienced from a zenith of 77.42 years in 2018 to 77.32 in 2019 and then 74.81 in 2020. Speke ward now shows 75.6 years, contrasting with life expectancy in a more affluent ward such as Church, where the life expectancy was 84.86 years in 2020.

- The percentage of children in poverty exceeds the Liverpool average and is above twice the national average.

- Multiple Deprivation is diminishing in respect of IMD Tables and this ward which on more than one occasion held the dubious position of comprising the most deprived areas in England and Wales, is now tenth most deprived ward in Liverpool.

- Speke now has the fifth highest Universal Credit claimant count of sixty-four new wards in Liverpool. There is a long history of unemployment exceeding city and national levels and the unemployment rate is approximately 3% above the Liverpool rate whilst youth unemployment at the same time was nearly three times the city and national levels. Universal Credit can create a statistical ambiguity between unemployment and employment as it provides a mechanism for flexible working patterns. However of the Universal Credit cohort in Speke Garston, 37.79% were in employment which sits between the Liverpool rate of 35.32% and the national rate of 39.25%. This can be viewed positively although Universal Credit per se is evidence that either through patterns of instability or wage levels, the progression from households out of poverty is likely to be slow and tortuous. Underpinning this, the workforce analysis, illustrates a low proportion (13.3%) of residents employed in professional occupations / managers (in fact the second lowest in Liverpool) whilst reciprocally there is a higher than average representation of elementary occupations (31.5%) the highest in Liverpool for this indicator. This undermines continuity or stability of employment, frequency of agency casual contracts, inter-generational poverty of aspiration and actual poverty.

- Census 2021 illustrated a changing national and city-wide demographic with 23% of the city identifying as other than White English / British. In Speke Garston there has been a trend towards increasing ethnic diversity so that 14.9% in the Census identify as non-White English / British from 9.1% in 2011 (10.1% in Belle Vale from 6.5% in 2011). In linguistic terms, the city-wide cohort of residents whose first language is not English is just under 10,000 with a quarter of these not being able to speak English well or very well. If this was applied to the new Speke ward, it indicates a potential ESOL requirement of around 500 people. However, the need for ESOL in Speke Garston was itself dramatically impacted by the arrival of two hundred Afghan Refugees housed in a local hotel following the mass-evacuation from Kabul in August 2021 and this has constituted a local need for STEC's Trustees and Management to respond to quickly between 2021 and 2023 when the closure of the bridging hotel resulted in the wider dispersal of the families..

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

In conclusion, it is clear that deprivation has been protracted but it is also clear that the Speke Garston community is resilient, the population is growing and that whilst more endeavours are required for STEC to support, there is also much to take pride in.

B 2 OBJECTS OF THE CHARITY

The Objects of Speke Training & Education Centre (STEC) are set out in Section 3 of the Memorandum of Association.

The Objects of Speke Training & Education Centre commit the charity:

- To advance education and relieve need (poverty) amongst young and other unemployed persons resident in the defined area, through the provision of training facilities, the promotion of employment opportunities and the development of vocational skills.
- To support any related charitable purpose directed to the benefit of people affected by unemployment, the advancement of learning, relief of poverty and the improvement of the environment.
- To assist, through training education and promotion of employment opportunities, the development of beneficiaries as positive members of their communities and good citizens.
- To contribute through training, empowerment and provision of resources to the regeneration of Merseyside in general and Speke Garston in particular.

The Trustees attach due regard and importance to the guidance published by the Charity Commission on Public Benefit and enshrine this guidance at the heart of all strategic planning and operational activities.

However the Goals of the Charity are crystallized into two broad purposes:

Relieve Poverty and Advance Learning.

B.2.1 Relief of Poverty

Trustees aim to challenge poverty both through direct interventions (such as supporting economically inactive / unemployed or underemployed people towards or into employment or by promoting workplace advancement amongst those in employment) through hosting advice and guidance on-site for debt relief and benefits advice or through facilitating poverty-relief initiatives such as food banks and The Original Swap Shop. STEC has developed its site as a multi-activity Community Anchor Hub with over twenty diverse mixed-economy partners as tenants, service deliverers and conference customers. Trustees advocate that STEC must always be a welcoming and safe place where individuals, families, community groups and local businesses can be supported and where local capacity can be built. In doing so, the Social Enterprise model also provides for STEC's own sustainability so that whilst STEC has a social space for those services which would struggle to contribute, for most charities and businesses it is both just and equitable that they contribute to the sustainment of the mixed economy and of STEC as a buoyant charity.

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

B.2.2 Advancement of Learning The intent

Trustees have embraced three themes for learning:

- Raising Employability and Compliance
- Promoting Digital Inclusion
- Improving Well-being

Trustees justify their Clarity of Purpose or Intent for STEC's Community Learning Programmes because of the high levels of disengagement, economic inactivity, unemployment, underemployment, digital deprivation and the need for programmes promoting resilience and mental well-being. As stated above these issues are exacerbated by the peripheral geography of Belle Vale, Speke and Garston Wards at the southern extremities of the city of Liverpool.

REVIEW OF ACTIVITIES

Section C

Implementation and Impact 2022-23

C1 Relief of Poverty

Trustees recognise that poverty has many manifestations not only defined as relative / absolute poverty. Whilst 2022-23 was dominated by acute anxiety about the three Fs (Financial, Fuel and Food) and poverty, nonetheless, many residents had to cope with other forms of deprivation such as health inequalities, learning disabilities / sensory deprivation or factors generally undermining their quality of life such as social isolation, digital deprivation and above all, poverty of aspiration. Trustees have been obliged to ensure stability for STEC and at the same time provide continuity of community support services on-site. During the lockdown and its aftermath simply being there to serve and support people and being open for business was one of the most significant contributions that any charity could make especially when many organisations were accused of being absent or aloof from the lives of those they were established to serve and support.

C1.1 STEC's Social Space

The following charitable and community partners were supported by Trustees to impact the charitable aspiration of Poverty Relief;

i) Liverpool Talking Newspaper

This charity, based at STEC since 2002, was in its fortieth year when lockdown struck and was denied an anniversary celebration in September 2020. The Trustees and Volunteers recognised that many beneficiaries living with visual impairments were suffering isolation already which would be exacerbated if the Talking Newspaper ceased. They took the decision that when safe to operate from STEC, they would resume the delivery of services. Whilst the format changed, including musical recitals and local history lectures, the impact was extremely positive amongst over two hundred beneficiary listeners. The courage and endeavours of the Liverpool Talking Newspaper were recognised on 8th September 2021 by the presentation by the Lord Lieutenant of Merseyside on behalf of the late Queen Elizabeth II of the Queens Award for Voluntary Service. This is the highest award which any charity can achieve and has been a source of satisfaction and pride not only to STEC Trustees but also to the wider Speke Community. STEC and another tenant donated the space for the recording studio and administration centre and provided wider capacity-building support.

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

ii) The Original Swap Shop

This project entered its ninth year as life began to return to normality post-covid.. However, many charity shops remained closed to the public at a time when they were most needed by both donors and beneficiaries. The Original Swap Shop volunteer team returned to STEC to provide a safe and managed service both for the receipt of donations including baby items such as cots, cribs, Moses baskets, adult clothing and household items. The service has stabilised to one opening every Friday and throughout 2022-23 over 1,000 individual donations were received with more than a thousand beneficiary collections. STEC provided the outlet space and a number of areas for storage. This has more recently been recognised in the Liverpool Echo and The Guide publication..

iii) ASC Inclusion CIC

This support organisation for families living with autism through Lego therapy was impacted by lockdown. Remote delivery was possible through delivery of Lego kits to beneficiary households. However, in the main, the CIC gained benefit from STEC's Social Space through the donation of a secure storage room for the expensive Lego equipment and a delivery space. Sadly dormant in 2022-23, STEC is providing time and space for the CIC directors to consider the future of the service without pressure of eviction.

iv) The Harris Club

Speke's oldest charity established by Harry Harris in 1969 to support Disabled Adults in the Community, the impact of the Covid lockdown caused a secondary casualty insofar as Speke Community Centre in Parklands closed completely excluding the various user groups. STEC's Social Space has enabled the charity to survive. The Harris Club accessed STEC's Social Space initially for its monthly Monday Committee meetings and then for its socials every Friday evening 7pm to 10pm. This supports constructive recreation and reduces isolation for twenty local residents with disabilities. It is worth acknowledging that had the STEC Trustees not embraced the principle of Access For All (epitomised by the installation of a lift), the accommodation of the Harris Club at STEC with all of its social value contribution to the quality of lives of local residents would never have been possible.

v) Speke Community Centre CIO

The impact of the lockdown and the lock out from Speke's Community Centre necessitated the establishment of a new organisation to support older residents of Speke. In June 2020, STEC supported a group of local residents to establish Speke Community Centre CIO, a Foundation Charitable Incorporated Organisation with the purposes of reducing isolation and health inequalities in Speke. STEC provided administrative space and support, a registered office facility, technical support and capacity-building including fund-raising and for a time as required a conference facility for weekly socials and luncheon club. During 2022-23, this has provided a local grants regime to challenge isolation and reduce health inequalities supporting older residents nostalgia events, cultural celebrations and excursions. Some support was provided for a local Veterans Project and local Keep Warm facilities in churches.

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vi) Attitude Performing Arts Group

With no access to a rehearsal space Attitude Drama Club was in danger of not being able to continue. They accessed STEC's Social Space every Saturday afternoon which made not only rehearsals possible but also performances at Valley Theatre in Belle Vale, the Unity Theatre and the Epstein Theatre where they won an award. This supported over twenty local young residents in constructive recreation and confidence building.

vii) Come Alive at 55 STEC provided a registered office and virtual tenancy

viii) Employability Solutions provided alternative education for children and young persons facing additional significant barriers to labour market success

ix) South Liverpool Youth Hub provided intensive engagement and support for South Liverpool young people emerging from the disruption of Covid lockdowns. The South Liverpool Youth Hub was commissioned to engage 100 young people. In the first year they engaged 110. They were set the target of achieving 30 job outcomes but achieved 52 in Year One and 35 in Year Two.

x) The Orchard Foodbank. During the year 2022-23, increasing endeavours were required of the Orchard Trustees to directly fund and provide food as reliance on the established supplies became erratic. It was therefore decided to move the Orchard into The Social Space to support its sustainment of service.

C.1.2 Relationship and Impact between Advancement of Learning and Relief of Poverty

Section C2 describes in detail how STEC's main activities can reduce poverty. There are certain themes, activities and outcomes which will make a direct difference as follows – these transcend all three STEC Learning Themes

- Employment Outcomes
- Qualifications
- Recruitment initiatives (Skills Passports)
- Linkage to Volunteering opportunities
- Progression to higher level courses
- Digital Skills
- Improved Confidence
- Better Employability

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- Improved Language (ESOL), maths and English
- Improved attitude to learning and work
- Better capacity for family support
- Being more active within the community

C.1.3 Community-Supporting Tenants at STEC

The following tenants (following a standard business model) provided community services which have made impacts upon improving the quality of the lives of local residents and challenging various manifestations of poverty:

- European Playworkers Association located their UK Office at STEC (complementing their European Office in Hamburg) as a base to arrange educational exchanges and transnational themed conferences
- Franchising Works provided free advice, guidance and training on self-employment to local residents
- Love Light CIC provided workshops on Well-being
- Amanda's Day Service / Home from Home CIC offered social care and recreational activities for older adults
- Talent Match is a project managed by Merseyside Youth Association based at STEC for South Liverpool and this provided an Intensive Mentoring Service for young people excluded from the labour market

Liverpool Street Scene Limited Provided Highways Maintenance

C.1.4 Community Services Offered from STEC

- Riverside Floating Support Service

Twice each week, (Mondays and Fridays) specialists have provided free advice on housing, eviction prevention, benefits, debt, fuel poverty and a range of problem-solving services.

Whilst delivered by Riverside Housing the service is funded by Liverpool City Council and is open to all.

- Liverpool In Work / Ways To Work (Three times each week)

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This service focuses upon employability and removal of barriers to progression.

Councillor Surgeries resumed for the first Friday each month (Councillor Mary Rasmussen) of Speke Ward

These strands of support in terms of advice and guidance are as important as the other projects because (as with learning) they offer longer-term routes out of poverty rather than the immediate alleviation offered by foodbanks and Swap Shop.

C2 The Advancement of Learning

During 2022-23, the varied restrictions and constraints arising from Covid-19 were finally removed. The restoration of face to face delivery was effected across all curriculum areas by the start of the academic year 2022-23. In a situation, where many of STEC's traditional learners especially those requiring digital skills were not comfortable with remote learning, there was palpable relief that isolation could be challenged in the traditional and trusted fashion through classroom delivery either at STEC or in a range of safe and accessible community venues. Nonetheless the advancement and delivery of learning was not the same as before the Covid lockdowns because the complete and protracted interruption of life and work routines increased anxiety, undermined reliability and in many cases rendered non-traditional learners less receptive to learning with lower levels of intellectual athleticism such as study skills, memory techniques etc. Finally in many cases, learners were in poorer physical health with the impact this had upon attendance. Without a doubt, the events of 2020-2022 had created new adversities for engagers into education and for tutors with diverse legacies to overcome.

The Trustees of STEC formally record their gratitude for the support and encouragement of the following contracting bodies for their understanding of these evolving challenges as contractors attempted to fulfil works under these new realities.

- Liverpool City Region Combined Authority
- Liverpool City Council Adult Learning Service
- National Lottery Community Fund
- European Social Fund
- VOLA / Sefton CVS
- Workers Educational Association
- The Good Things Foundation

C.2.1 Liverpool Adult Learning Service - Community Learning Programmes

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The STEC Community Learning offer 2022-23 comprised two spatial projects which delivered STEC's three themes (Employability, Digital Inclusion and Health & Wellbeing). The two projects were:

Community Learning for Speke Garston (Target and Achieved 270 learners)

Community Learning for Belle Vale (Target and Achieved 170 learners)

The total target was thus 440 new adult learners

Partnership.

These two projects embraced the challenge of flying the flag to resume the post-Covid advancement of education and naturally looked to the historic community networks which had supported successful engagement and delivery in previous years. Engagement is a challenge especially in the two most deprived wards of the South Liverpool suburbs so Partnerships were critical to the STEC model of delivery for engagement and widening participation within these two wards. Quality, Credibility, Reputation and Community Trust with such partners and with learners were of equal importance.

STEC Trustees extend enduring camaraderie and gratitude to the following partners who made successful community learning a reality through their support for STEC and active delivery of partnership activities during the academic year 2022-23 :

Speke Garston Ward Partnerships

STEC's main partner in Speke Garston has been South Liverpool Homes and The Reach in Parklands Library. Collaboration involved i) Hosting all Social Care Programmes ii) Monthly Skills Passports for Speke Garston residents iii) Thursday Digital Surgeries for SLH tenants iv) Donation by STEC within the SIF Programme of Interactive Guidance Equipment.

Five Children And Families Trust ; Garston Children's Centre ;St Aidans and All Saints The Place To Be ; Noah's Ark, Speke; We Are With You (formerly Addaction); Garston Jobcentre; Stockton Wood CP Primary School and latterly Speke Parents Group; St Ambrose RC Primary School; Middlefield Primary School; Speke Adventure Playground; Gemini Boxing Club; Employability Solutions, Garston; Speke House (Launchpad Veterans Accommodation & Support) ; Abbey Care Domiciliary Services, Speke; Ranelagh House; Garston Air Unlimited, Speke and Otterspool Adventures

Belle Vale Ward Partnerships

Netherley Youth & Community Initiative; Belle Vale Forum; SCCYP / St Cyril's Club; Belle Vale Children's Centre; Woodlands Community Centre; Dolan Court.

Our Lady of the Assumption Parish and School; Happy House Day Nursery; Gateacre Comprehensive School; ACE; Manwell; St Mark's Parish.

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St Gregory's RC Primary School; Belle Vale Jobcentre; Lee Valley Millennium Centre; Valley Hub; Lee Valley Pensioners; Joseph Williams Mews (Riverside Housing Association); Garden Lodge Care Home; Company Matters 4 U.

Thematic Partnerships

Tom Harrison House (Veterans); The Bridge (Veterans); Transforming Choice (Recovery); Homebaked CIC; Kitty's Laundry;

Friends of Williamson Tunnels

- Pagoda Arts Centre

C.2.2 Community Learning offers Intent, Implementation and Impact

The awarded contract required engagement and recruitment of 270 adult learners for Speke Garston and 170 for Belle Vale which totals 440 learners. The ward residential minimum threshold was 70%. Despite procurement commencing in July 2022, the contract award was delayed starting in late November 2022, This was earlier than in the previous year when commencement was delayed by over a term but it created difficulties in engagement into learning during preparations for Christmas and financially in respect of full-time staff creates a deficit at project start which must then frenetically be caught up with three terms delivered in the duration of two terms Despite such conditions under the pressures of Ofsted Preparation the contracts were successfully fulfilled.

The second challenge was the need to respond to learner demands post-Covid. Without a doubt learner perceptions on life had been altered with a distinct shift from jobs to courses promoting wellness. In addition, STEC recognised our special responsibilities to the Afghan Refugee Families accommodated at a local Bridging Hotel Trustees were crystal clear that STEC needed to respond to social and educational needs of our newest arrivals and ensure they felt welcome. Two new curriculum options were delivered Preparing for Life in the UK and Bringing Language to Life (ESOL)

Curriculum Distribution

Course Intent %

Skills Passports Employability 29% (significantly reduced from 61% in prior years)

Life in the UK Employability 3% New Option

Mindfulness Wellbeing 24% (doubled from previous year)

ESOL Employability 6% New Option

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Drive To Work (Driving Theory) Employability 14%

Creative Writing Wellbeing 2% New Option

Social Care Employability 0% (dramatic reduction - social care crisis)

Dance Wellbeing 3%

Women's Woodwork Wellbeing 7% (nearly double previous year)

Glass Engraving Wellbeing 4% New Option

Pyrography Wellbeing 5% (increased demand by 2%)

ICT Digital 3% New Option on this Contract

Thematically, STEC's Learning Theme of Digital Skills was delivered on a complementary basis through the ESF / National Lottery Building Better Opportunities Programme. (see 5.1 below).

In 2021-22 under Community Learning the Employability Intent accounted for 78% learners and Well-being 22%. In 2022-23, Employability Intent accounted for 52% learners and Wellbeing had increased through a diversity of innovative and diversionary opportunities to 45% of learners with Digital Skills as progressions from BBO accounting for 3%. Indeed, during the academic year STEC celebrated its fortieth anniversary and at that point (February 2023) the thematic Intent of Wellbeing had significantly overtaken Employability as the course of choice for most learners. Although the job-related courses rallied and resurged in summer 2023, the fact that a majority of learners were turning to STEC for reasons of health and well-being was a first in the forty years of charitable service in education by STEC.

In terms of Impact, the following outcomes were achieved:

Employment (Full-time / Part-Time / Job Transition and Self-Employed) 20% Volunteering in local charities 54% Other Courses 25%. Some learners may have more than one progression such as a job with learning or volunteering with learning. In the main, learning progressions were arranged with Liverpool Adult Learning Service and Workers Educational Association (WEA) – indeed STEC was designated WEA's Outstanding National Partner in 2019-20. Most of the programmes were non-accredited with awarding body data not applicable but the main exceptions were Skills Passport comprising accredited short courses with Royal Society for Public Health with the success rate ranging from 98.1% - 100%. Top Green Status was also afforded to STEC by British Computer Society (BCS) with 100% attainment for EDSQ and Quality Assurance standards praised.

In terms of Equality Outcomes we set targets for: BAME of 10% and achieved 21% / Disability of 25% and achieved 48% / Male learners (under represented in Liverpool) of 30% and achieved 24% indicating room to improve on engagement of male learners.

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C.2.3 Response to the needs of Afghan Community accommodated in local hotel

In August 2021, a hotel in Speke was utilised for refugee Afghan families who were in the service of the UK Military in Kabul. This presented STEC with a range of new needs to provide assistance. This included in the first year (2021-22) a) Swap Shop Support for warm clothes and toys for children etc b) Use of Kickstart Scheme to employ four liaison workers c) Dedicated Skills Passport Provision and Driving Theory Courses d) Establishment of ESOL Courses with WEA and ALS at STEC e) Support for cultural events such as Naw Ruz (New Year celebrations) building upon the endeavours of local activist Rozanne McCoy and chef Paul Askew f) Capacity-building support for a new charity to support future community sustainment, education and positive citizenship called FACE . During 2022-23, STEC maintained the above but broadened our direct offer by introducing Preparation for Life in the UK (targeting those with more developed language skills) and Bringing Language to Life – ESOL Survival Skills. The latter was introduced as a prelude to the closure of the Bridging Hotel in August 2023, was designed through a piece of Community Development Work in the hotel utilising two Afghan graduates from a Community Interpretation Level 2 Programme delivered at STEC by Liverpool Adult Learning Service). The conclusion of the Preparation for Life in the UK was a guest lecture delivered by STEC tenant Rt Hon Maria Eagle MP on her role and life as an MP and a Privy Councillor. Trustees are satisfied that in the hour of need of Speke's newest residents the charity endeavoured to the best of our abilities and did not let this community down as evidenced by the healthy Afghan attendance at the STEC 40th Birthday Party at Metalboxonians Club on February 25th 2023.

C.2.4 STEC has delivered on a complementary basis with the WEA which is STEC's main partner for ESOL delivery and main customer for classroom hire. STEC was the WEA's Outstanding National Partner 2019-20 by virtue of the engagement role STEC has played for and with WEA. The Trustees specifically wish to extend their gratitude to the WEA for the initiation of a series of Comfort and Concern Meetings throughout the lockdowns and tiers designed to support survival and sustainability of partners. Their sense of true partnership is recognised and valued at STEC.

C.2.5 Building Better Opportunities Include -IT Mersey

C.2.5.1 Intent

Include-IT Mersey was launched in 2017 and renewed with two year funding from The National Lottery and European Social Fund from July 2019 to July 2021 when it was further renewed to run until 31st March 2023. The lead for the project is Sefton CVS but special recognition in terms of initiation, development and continuing cohesion amongst partners must be afforded to the Voluntary Organisations Learning Association (VOLA). The VOLA Consortium is a third sector enabler which facilitates participation at a City Region Macro level within a consortium of localised community organisations. VOLA has a record of achieving great results and has earned a trusted relationship with Liverpool City Region Combined Authority. 2022-23 was however a year of change and challenge not only because of the conclusion of Lottery and ESF funding on 31st March 2023 but also because the Department for Communities, Local Government and Levelling Up had created a twelve month hiatus so that the third Investment Priority on People and Skills designed to provide continuation for these ESF projects could not access funding until April 2024. Fortunately Liverpool City Region took over the responsibility for funding a project called Include-IT Mersey (not Building Better Opportunities) with a 40% planned and managed reduction. The Intent was much more explicitly around Digital Inclusion than Employment and therefore this opened up the project to Economically Inactive Residents (critically including Silver Surfers – retired residents). The main points to note in strategic terms were: i) ESF / National Lottery supported the project from August 22 to March 23 ii) The Project was then funded from April 23 to August 23 by UK Shared Prosperity Fund via Liverpool City region Combined Authority iii) The new project was smaller and had different eligibility criteria

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C2.5.2 Implementation

The delivery and implementation for Building Better Opportunities up to March 2023 and Include IT-Mersey under UKSPF remained the same because it was proven as a model for digital learning. Based upon STEC's South Liverpool Digital Inclusion Strategy - We are where you are - it comprised the following elements: i) 81 hours intensive guided learning and practice ii) Learn My Way plus enrichment (based upon personal priorities) iii) Digital Jobsearch iv) Access to progression to EDSQ where appropriate v) Drop-in Sessions for reinforcement and to practise application of digital skills vi) Designation of outreach locations in the community vii) Delivery in outreach locations – non-traditional learning venues such as community halls and tenant centres viii) Leverage of digital equipment into such community venues ix) Development of staff and volunteers in venues to become informal digital champions x) Linkage of new venues to City Region and National Digital Networks for their sustainability.

C.2.5.3 Impact

On March 10th 2023, VOLA organised a celebration of the six years of Building Better Opportunities to highlight the impact this project had made. Showcased at the Merseyside Maritime Museum an independent evaluation report was presented as follows:

Over the life of the programme 2084 learners were engaged with 232 progressing into employment, 493 into Further Education, 259 economically inactive residents commencing jobsearch and 224 volunteers recruited.

59% of the cohort were aged 50 and over; 43% had disabilities or health conditions ; 11% were from diverse ethnic backgrounds; 54% lacked basic skills; 73% were from a jobless household; 83% had multiple and often complex barriers to inclusion. In impact terms 87% feel more able to access local services online; 82% feel able to connect to people online; 63% have improved motivation and 72% have improved confidence. The Digital Champion arm produced 25 employment outcomes, 86% of Digital Champions felt they gained new skills and 81% showed improvement in confidence. The celebration featured STEC through Digital Champions and three learners' journeys.

C3 Community Support (Social Enterprise)

STEC Tenants (not STEC Social Space)

The Tenant, their Activity and Sector:

Amanda's Day Service - Social Care - CIC

CK Equine - Equestrian Equipment - Micro

Decelle Services Micro business

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EPA - Youth Exchanges (Council of Europe) - Charity

Fireside Training - Fire Safety - Micro

Franchising Work - Enterprise Support - Not for Profit Organisation

IPC - Pest Control - SME

Liverpool Street Scene - Highways Maintenance - Not for Profit

Love & Light - Mindfulness - CIC

Maria Eagle MP - Politics - Public Sector

Maestro Music Academy - Music School - SME

Nails by Christine - Nails Studio - Micro

Orchard Foodbank Charity moved into Social Space in May 2023

Quantum Global - Renewable Energy - SME

Strategic Ridge Micro

Talent Match / MYA - Youth Support - Charity

Thermal Mapping & Validation - Pharmaceuticals - Micro

Woodspeen Apprenticeship Provider

Inside Connections CIC

C3.2 STEC also hired conference and training rooms to the following organisations:

- Liverpool City Council Children's Services
- Liverpool City Region Combined Authority
- Greater Merseyside Learning Providers Federation
- Advanced Solutions
- Workers' Educational Association (WEA)

C3.3 Payroll Services for Charities and Community Groups

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Payroll administration support was provided to the following organisations:

- Riverside Credit Union until April 23
- The Minibus Agency
- ARCH
- Speke Children's Environmental Committee (Speke Adventure Playground)

C 4 COMMUNITY SUPPORT ACTIVITIES

C4.1 Community Partnerships

During the period August 2022 - July 2023 STEC actively supported partner organisations in community regeneration work. On one level, this involved working at Board Level or Advisory Committee thus providing strategic support and in other contexts working collaboratively on an operational basis.

This support has taken place both in respect of charitable organisations such as Five Children and Families Trust, Voluntary Organisations Learning Association (VOLA) and Netherley Youth & Community Initiative. On other levels, STEC worked with South Liverpool Homes to bring community and other organisations together to implement the South Liverpool Homes Reach facility in Parklands Library.

STEC maintained a very special relationship with Workers Educational Association (WEA) supporting the work of the North West Regional Committee.

STEC worked closely with Riverside Housing Floating Support Service, Liverpool In Work, Ways To Work and Households Into Work Programme.

Partnerships are valued by STEC as being of primary importance in positioning the STEC resource as a central community facility and promoting a range of outcomes for local people whilst supporting the sustainability of the local third sector within which STEC continued to play an important role. Reciprocally however, given the challenge of engagement targets, the local partnerships provide a mechanism for reaching new learners via community conduits.

C.4.2 Capacity-Building for the South Liverpool Voluntary Sector

With a low uptake of Speke-based charities applying for National Lottery Funding, STEC organised a Surgery Day for National Lottery Advisers on 4th April 2023. This was really successful and 18 separate organisations attended for around 45 minutes sessions. From this at least two major local awards have been made.

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STEC has also provided training initiatives for the local voluntary sector focussing upon:

- Free Compliance Training in Health & Safety, First Aid, Food Safety for community groups
- Fire Safety Assessment and Training
- Bi-Annual Prevent Duty Workshops in partnership with Liverpool City Council Prevent Education Team
- GDPR Compliance Workshops
- Support for local refugees (Syrian groups, Kurdish and Afghan families)
- Development of a CIO called FACE (Forum for Afghan Community Empowerment) ongoing

C5 Investment in STEC Unit House - the Frances Hunt Speke Community Memorial Garden

Having invested one million pounds on the main building, Unit House, from funds generated by the sale of Booth House to TJ Morris in 2016 followed by a SIF Grant from Liverpool City Region Combined Authority which transformed the accessibility and green credentials, STEC celebrated the 40th Anniversary Year by developing the rear of the site into the Frances Hunt Speke Community Memorial Garden. This was precipitated by the loss of STEC's former Chair, Frances Hunt through Covid-19 in 2021. Applications to Veolia Environmental Trust developed in 2021 and approved in 2022, secured £35,000 funds towards establishing a commemoration of all charitable workers serving the Speke Community during STEC's period of forty years of service. A range of other donations (e.g. Rotters Community Composting) supported this place of peace and reflection. There are war memorials and faith memorials but we feel our new jewel in the crown is quite unique in celebrating charitable endeavours of so many in one specific community with around thirty separate charities and community groups listed on our commemorative living wall. To render full accessibility a donation of land was made in November 2022 by TJ Morris (Home Bargains) to STEC extending the charity's freehold. This land once formed part of STEC's leasehold but was sold to TJ Morris in 2016. However it was somewhat anomalous with its surroundings and was much more congruous to the provision of a wheelchair accessible path into the garden from the highway. Our gratitude is extended to TJ Morris, Veolia Environmental Trust, Community Landfill Trust, Rotters Community Composting and some anonymous donors. The visit of Andrew Brown of Veolia Environmental Trust in November 2022 heralded STEC's Year of Celebration for the 40th Anniversary and during this year the garden was developed with SSAFA the Armed Forces Charity and with young people from Employability Solutions creating a refuge of peace and reflection for learners, tenants, beneficiaries and members of the local community.

PRINCIPAL FUNDING SOURCES

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D1 Alignment of Principal Funding Sources of STEC to the Charitable Objects

During the period 2022 - 2023, STEC entered into, or delivered contracts with a number of organisations whose objects were demonstrably congruous with STEC's Mission. Income earned from these contracts was expended as per the Charity's Objects and the Mission Statement. These contracts are detailed below and are connected to the aspect of the Charity's activities as set out in the Mission Statement and Section B above on Objectives and Activities:

D1.1 Liverpool City Council Adult Learning Service

This programme provides STEC with the means to engage a diverse cohort of local citizens and enables STEC to promote its three themes of learning – Employability, Digital Inclusion and Well-being. In short, this is the major source for STEC to achieve its charitable goal of advancing learning

The Community Learning Programme reflects the City of Liverpool priorities which focus upon employment and employability within the strategic Liverpool City Plan. Well-being of residents features too and Digital Inclusion is a Liverpool City Region Combined Authority Priority. Through this funded activity, STEC can advance education and relieve poverty.

D1.2 Sefton Council for Voluntary Service - STEC actively supports the Voluntary Organisations Learning Association (VOLA) and has participated in the Building Better Opportunities Project Include-IT Mersey because of the boost this can offer the STEC Intent of Promoting Digital Inclusion. The new UK SPF Include -IT Mersey is opening opportunities for older learners who are digitally excluded and may face a multiplicity of barriers to progression. Effectively STEC is the (outer) South Liverpool delivery partner for SCVS in this project which aligns very closely with STEC's objectives of relieving digital poverty through education.

D1.3 All funded activities including social enterprise income generated from premises, were aligned to the charitable goals of Speke Training & Education Centre.

FINANCIAL REVIEW

D5 Financial Position of STEC: August 2022 - July 2023

In the year ended 31 July 2023, total incoming resources available for charitable application were £384,411 (£355,417 in 2022). Total outgoing resources were £386,742 (£396,933 in 2022).

The charity had net expenditure of £2,827 (£7,322 in 2022) on the unrestricted fund. The movement on the restricted fund was net surplus of £496 (2022 expenditure of £34,194).

The reserves at 31 July 2023 are £563,910 (£566,737 2022) unrestricted and £876,489 (£875,993 2022) restricted.

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FUTURE PLANS

E1 Four Decades of Charitable Service.

On 25th February 2023, STEC staged a Community Celebration Evening to mark the anniversary of the signing of the Memorandum and Articles of Association on 25th February 1983 with Wilfred Johnstone as a Founder Trustee in attendance. Sadly this outstanding beacon of charitable service has passed away just ahead of submission of these accounts denoting an end of an era. However the STEC which now exists is a vibrant Community and Business Hub. The Trustees own the freehold of a real local landmark of which to be proud. A range of events celebrated our Anniversary Year with a visit by the High Sheriff of Merseyside, a feature in the Liverpool Echo, a number of features on BBC Radio Merseyside and a visit by former World Champion boxer John Conteh. The opening of the Frances Hunt Speke Community Memorial Garden by Lord Mayor of Liverpool, Councillor Mary Rasmussen and by Rt Hon Maria Eagle MP constituted the highlight of our Anniversary Year. Two Post year end site developments have been effected. The development of a Small business unit on-site celebrating the success of former local (Belle Vale) resident Sir Terry Leahy will be fully launched in 2024. The second further developed the wellbeing theme with the conversion of the former Liverpool Street Scene depot into the Rise Up CIC Wellbeing Hub comprising a range of delivered holistic therapy services and a Yoga Studio was opened by John Conteh . These developments set the scene for the next phase..

E2 STEC is a transformed charity asset with modern training facilities. However Trustees are mindful that further improvements will be needed at some point in the short to medium term to address the essential works which could not be afforded during the past seven years.

The Council of Management continues to prioritise growth and sustainability. This is not easy to accomplish but there are four complementary strategies at work. The first is to recognise the diverse activities which STEC fulfils in both poverty relief and local capacity-building and secure the dedication of funding to make this both sustainable and sustaining. STEC has not sufficiently sought assistance from Trusts or Charitable Funders nor from private sector donations but this must now be a priority. The second is to diversify the advancement of learning offer through new income streams and new training projects which stretch the existing curriculum offer into new subject areas and new funded provisions.

The third purely and simply is to maximise the return on the premises. Space on-site must produce a return whether this be market return or social value. We have created a vibrant community on-site a mixed economy with the opportunity available to Trustees to achieve autonomy and to have some influence over the future development and destiny of the charity into its fifth decade of service. The fourth and final strategy is about continuity and evolution. The success in sustaining STEC has sustained a team which has been together for up to thirty six years. Trustees are mindful of the need to plan for future structures and roles to enable the charity to realise its potential for forty more years and will dedicate increasing time and effort into consultation and planning to enable and empower this charity to support our communities and to impact in a positive way the lives of those for whom we exist to serve.

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SHARE CAPITAL

The company is limited by guarantee and as such does not have a share capital.

FIXED ASSETS

Details of the movements in fixed assets are shown in the notes to the accounts.

POLITICAL CONTRIBUTIONS AND CHARITABLE DONATIONS

No political or charitable donations were made during this year.

TRUSTEES AND DIRECTORS

The names of the trustees/directors who held office during the year are shown on page 2. No remuneration was paid to any director for their services as a director.

In accordance with the memorandum and articles of association the following directors retire by rotation and being eligible offer themselves for re-election:

- Stuart St V Fitzgerald
- Rev Philip Saltmarsh
- Rev Gareth Morgan

Additionally since the last AGM and to the point of approval of the accounts, no new directors/trustees have been appointed to require re-election at the forthcoming AGM in accordance with the constitution.

RESERVES POLICY

The Board plan for activities to make a positive contribution to overheads. The Board aims to establish and maintain its level of reserves in order to guard against contingencies, provide for future maintenance and replacement of assets and resources and to establish a self-sustaining organisation able to manage through any change in training programmes. It was agreed that with transitions in the contractual environment, working capital would be required from these reserves and the Charity has designated £65,000 for development and transitions in short term business plans. The current level of unrestricted funds of £563,910 comprises £65,000 designated funds £136,405 general free reserves (funds not tied up in fixed assets or designated funds) and £362,505 general unrestricted funds tied up in fixed assets. The level of Free reserves is reviewed and evaluated annually, to ensure its currency and relevance to the needs of the Charity. The free reserves are required for financial stability during future capital development and future capital development will involve investment from reserves.

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TRUSTEES' REPORT

DAY TO DAY RISK ASSESSMENT

The Board confirm that the day-to-day controls are designed to mitigate the identified risks faced by the charity

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors / trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors 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 charity and of the net incoming or outgoing resources of the charity for that period.

In preparing the financial statements, the trustees are required to:-

- Select suitable accounting policies, and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- Observe the methods and principles of the charities SORP

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

CONTRACTS

There were no contracts of significance in which a director/trustee is or was materially interested either during or at the end of the financial year

FOR THE YEAR ENDED 31/07/2023

TRUSTEES' REPORT

INDEPENDENT EXAMINER

A resolution will be proposed at the Annual General Meeting to re-appoint Julie Guinan of Harvey Guinan LLP as Independent Examiner for the ensuing year.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 24/04/2024



S St. V. Fitzgerald
Trustee

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2023

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SPEKE TRAINING AND EDUCATION CENTRE LIMITED

I report on the accounts of the company for the year ended 31/07/2023 .

RESPONSIBILITIES AND BASIS OF REPORT

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

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

INDEPENDENT EXAMINERS STATEMENT

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

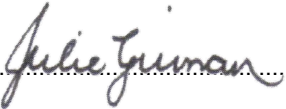
I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2023

 Independent Examiner Julie Guinan FCCA

Date: 24/04/2024

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House
Matchworks Estate, 140 Speke Road
Liverpool
Merseyside
L19 2PH
0151 709 7797

Speke Training and Education Centre Limited

**Statement of Financial Activities
for the year ended 31/07/2023**

	Unrestricted funds	Restricted funds	2023 Total	2022 Total
	£	£	£	£
Income				
Income from generated funds				
Income from Investments	11	-	11	5
Income from charitable activities	286,517	97,883	384,400	355,412
Total Income	286,528	97,883	384,411	355,417
Expenses				
Costs of generating funds				
Expenditure on Charitable activities	289,355	97,387	386,742	396,933
Total Expenses	289,355	97,387	386,742	396,933
Net Income	(2,827)	496	(2,331)	(41,516)
Net movement in funds:				
Net income for the year	(2,827)	496	(2,331)	(41,516)
Total funds brought forward	566,737	875,993	1,442,730	1,484,246
Net funds carried forward	563,910	876,489	1,440,399	1,442,730

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

Speke Training and Education Centre Limited

BALANCE SHEET AT 31/07/2023

	Notes	2023	2022
		£	£
FIXED ASSETS			
Tangible assets	4	1,238,698	1,245,750
Investments	5	299	303
		<u>1,238,997</u>	<u>1,246,053</u>
CURRENT ASSETS			
Debtors (amounts falling due within one year)	6	45,469	78,317
Cash at bank and in hand		<u>269,236</u>	<u>264,035</u>
		314,705	342,352
CREDITORS: Amounts falling due within one year	7	<u>113,303</u>	<u>145,675</u>
NET CURRENT ASSETS		<u>201,402</u>	<u>196,677</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,440,399</u>	<u>1,442,730</u>
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	9	498,910	501,737
Designated funds		65,000	65,000
Restricted funds	10	<u>876,489</u>	<u>875,993</u>
		<u>1,440,399</u>	<u>1,442,730</u>

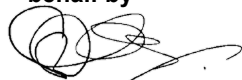
For the year ending 31/07/2023 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Approved by the board of trustees on 24/04/2024 and signed on their behalf by



.....
S St. V. Fitzgerald
Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/07/2023**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from donations and grants including capital grants is included in incoming resources when these are receivable except as follows: When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income the income is deferred and not included in incoming resources until the preconditions for use have been met. When donors specify that donations and grants including capital grants are for particular restricted purposes which do not amount to preconditions regarding entitlement this income is included in incoming resources of restricted funds when receivable.

Voluntary income includes discretionary grants for projects, goods and services where no service agreement or contract exists. Income from donated services and facilities is included in incoming resources at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party. Interest is included when receivable by the charity.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Governance costs These represent costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds-these are unrestricted funds of the charity which have been set aside to fund a particular purpose of the Charity.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Land And Buildings	straight line 2%
Equipment	reducing balance 15-25%

1g. Pension Costs

The company operates a defined contribution pension scheme. The pension charge represents the amounts payable by the company to the fund in respect of the year.

1h. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

1i. Government Grants

Government grants are recognised in profit and loss in the year in which they are received.

1j. Investments

Fixed asset investments are shown at cost less amounts written off.

Provisions are made for permanent fluctuations in value.

1k. Leasing Commitments

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired under finance leases are depreciated over the shorter of the lease term and their useful lives. Assets acquired under hire purchase contracts are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to profit and loss account on a straight line basis.

1l. Preparation Of The Accounts On A Going Concern Basis

At the time of preparing accounts the trustees have reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees therefore continue to operate the going concern basis of accounting in the preparation of accounts. The Trustees confirm that they have considered a period of more than 12 months from the date when the accounts are signed in assessing the going concern and business plans indicate sufficient resources are available to continue trading.

1m. Policy For Debtors

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

1n. Policy For Cash At Bank And In Hand

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

1o. Policy For Creditors And Provisions

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

1p. Policy For Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Speke Training and Education Centre Limited

2. DIRECTORS AND EMPLOYEES

Particulars of employees (including directors) are shown below:

Employee costs during the year amounted to:	2023	<i>2022</i>
	£	£
Wages and salaries	151,537	203,724
Social security costs	7,375	7,921
Pension costs	6,692	7,545
	<u>165,604</u>	<u>219,190</u>

No trustee had any material interest in any contract during the year. No trustee is paid for their services as a trustee.

3. PENSION CONTRIBUTIONS

	2023	<i>2022</i>
	£	£
Pension contributions	<u>6,692</u>	<u>7,545</u>
	<u>6,692</u>	<u>7,545</u>

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost represents contributions payable by the company to the fund and amounted to £6,692 (2022: £7,545). The amount owing to the pension company at 31 July 2023 was £nil (2022: £1,339).

Speke Training and Education Centre Limited

4. TANGIBLE FIXED ASSETS

	Land And Buildings £	Fixtures and Fittings £	Equipment £	Total £
Cost				
At 01/08/2022	1,543,914	-	395,942	1,939,856
Additions	<u>17,284</u>	<u>35,700</u>	<u>-</u>	<u>52,984</u>
At 31/07/2023	<u>1,561,198</u>	<u>35,700</u>	<u>395,942</u>	<u>1,992,840</u>
Depreciation				
At 01/08/2022	385,780	-	308,326	694,106
For the year	<u>43,868</u>	<u>-</u>	<u>16,168</u>	<u>60,036</u>
At 31/07/2023	<u>429,648</u>	<u>-</u>	<u>324,494</u>	<u>754,142</u>
Net Book Amounts				
At 31/07/2023	<u>1,131,550</u>	<u>35,700</u>	<u>71,448</u>	<u>1,238,698</u>
At 31/07/2022	<u>1,158,134</u>	<u>-</u>	<u>87,616</u>	<u>1,245,750</u>

Included in land and buildings is the building known as Unit House which has been occupied by the charity and has been subject to conversion and improvement as shown in these accounts. All properties are subject to restrictive covenants imposed by the original donor. All assets are used for charitable purposes. The charity had a lease for the term of 999 years from 31 March 2003 for the land and buildings including Unit House and Booth House (now disposed of) from Speke- Garston Developments Limited. The freehold for the land was originally held by North West Development Agency, then the assets transferred to the Homes and Communities Agency and subsequently to Liverpool City Council. The trustees in 2016 have disposed of Booth House and as part of the disposal agreement Liverpool City Council awarded STEC the freehold of Unit House on 30 October 2015 replacing the 999 year lease instigated in 2003.

5. FINANCIAL ASSETS

	Shares in group companies and participating interests £	Listed Investments £	Total £
Cost			
At 01/08/2022	2	301	303
Revaluation	<u>-</u>	<u>(4)</u>	<u>(4)</u>
At 31/07/2023	<u>2</u>	<u>297</u>	<u>299</u>
Amortisation			
Net Book Amounts			
At 31/07/2023	<u>2</u>	<u>297</u>	<u>299</u>
At 31/07/2022	<u>2</u>	<u>301</u>	<u>303</u>

Speke Training and Education Centre Limited

6. DEBTORS

	2023	<i>2022</i>
	£	£
Amounts falling due within one year:		
Trade debtors	33,944	70,487
Other debtors	11,525	7,830
	<u>45,469</u>	<u>78,317</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	<i>2022</i>
	£	£
Trade creditors	50,715	43,997
Taxation and social security	2,109	1,717
Other creditors	60,479	99,961
	<u>113,303</u>	<u>145,675</u>

There is a standard mortgage debenture held in the name of the Charity incorporating a fixed and floating charge over the assets of the Charity dated 21.3.96 by the Co-operative Bank.

8. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/07/2023 there were 9 members.

Speke Training and Education Centre Limited

9. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	501,737	286,528	(289,355)	-	498,910
Designated Development Fund	65,000	-	-	-	65,000
	<u>566,737</u>	<u>286,528</u>	<u>(289,355)</u>	<u>-</u>	<u>563,910</u>

Designated Development Fund

For Development and transitions in the short term business plans and including contingent liabilities.

10. RESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
Restricted Fixed Asset Fund	870,993	-	(34,271)	-	836,722
BBO Income	-	43,044	(43,044)	-	-
Kickstart	-	7,556	(7,556)	-	-
Restricted Fixtures and Fittings Grant	5,000	-	-	-	5,000
Veolia Memorial Garden Fund	-	33,250	-	-	33,250
UK SPF - VOLA	-	14,033	(12,516)	-	1,517
	<u>875,993</u>	<u>97,883</u>	<u>(97,387)</u>	<u>-</u>	<u>876,489</u>

Restricted Fixed Asset Fund

The incoming capital resources this year are from the Liverpool City Regional Combined Authority Special Investment Fund Liverpool South Work and Wellbeing

BBO Income

Joint Initiative ESF & Lottery

Kickstart

Grant funds for 6 month jobs for young people

Restricted Fixtures and Fittings Grant

Veteran Grant for Capital funds for flooring

Veolia Memorial Garden Fund

Funds for the Creation of a Memorial Garden at STEC

UK SPF - VOLA

Funds for the delivery of Training

Speke Training and Education Centre Limited

11. TAXATION STATUS

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. Recovery is made if appropriate of tax deducted from income and from receipts under Gift Aid. The charity is not registered for Value Added Tax.

12. GENERAL INFORMATION

Speke Training & Education Centre Limited, a charitable company limited by guarantee, is incorporated and domiciled in England and Wales, and has its registered office and principal place of business at Unit House, Speke Boulevard, Liverpool, L24 9HZ.

The principal activity of the charity is the provision of education, training and regeneration.

13. NET ASSETS BY FUND

	Tangible Fixed Assets and Investment	Net Current Assets	Total
Restricted funds	876,489	-	876,489
Unrestricted Funds	362,505	201,405	563,910
	<u>1,238,994</u>	<u>201,405</u>	<u>1,440,399</u>

14. NUMBER OF EMPLOYEES

The remuneration of key management personnel was £36,927 (salary, employers NIC and Pension). There were no employees whose annual remuneration was £60,000 or more. The average monthly number of employees was:

	2022	2021
Chief Executive	1	1
Departmental Managers	2	2
Tutorial Staff/Project Co-ordinators/Assistants	1	2
Administration/Site Services	3	3
Part-time (2022 Kickstart)	1	6
	<u>8</u>	<u>14</u>

Speke Training and Education Centre Limited

15. RESOURCES EXPENDED

	2023	2022
Cost of operating the Training and Education Centre		
Salaries and Staff Costs	165,604	219,112
Beneficiary and Volunteer Costs	6,238	2,788
Adult and Community Learning Costs	62,337	44,651
Other Costs - Administration; Premises; Depreciation and Maintenance	144,210	124,023
Accounting	2,784	2,800
	-----	-----
	381,173	393,374
Governance Costs	-----	-----
Independent Examination Fee and other direct cost	5,569	3,559
	-----	-----
	386,742	396,933
	=====	=====

Speke Training and Education Centre Limited

16. INCOMING RESOURCES

	2023	2022
Restricted		
BBO Income Joint Initiative ESF & Lottery Grants	43,044	57,572
Kickstart, ILM (2020) and Training Equipment Grants	7,556	51,453
UK SPF - VOLA	14,033	-
Veolia Memorial Garden Fund	33,250	-
	-----	-----
	97,883	109,025
	=====	=====
Unrestricted		
Training Sales and Services	12,331	13,449
Adult and Community Learning	158,400	125,400
Tenancy Sales and Services	100,659	94,690
Small Grants and Donations	10,971	159
WEA for training	4,156	9,566
CJRS Grant	-	3,123
Dividends	11	5
	-----	-----
	-	-
	286,528	246,392
	=====	=====
	384,411	355,417

SPEKE TRAINING AND EDUCATION CENTRE LIMITED

England & Wales - Charity number 516400

Accounts

Registered number: 1702793

Charity number: 516400

Speke Training and Education Centre Limited

Independently Examined Accounts

FOR THE YEAR ENDED 31/07/2022

Prepared By:

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House
Matchworks Estate, 140 Speke Road
Liverpool
Merseyside
L19 2PH

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2022**

TRUSTEES

D Hunt
Rev E Cain
W Johnstone
K Lindop
L Lock
S St V Fitzgerald (Chair)
Rev P Saltmarsh
Rev G Morgan
C Lee

SECRETARY

D Hunt

REGISTERED OFFICE

Unit House
Speke Boulevard
Liverpool
L24 9HZ

COMPANY NUMBER

1702793

CHARITY NUMBER

516400

BANKERS

Lloyds Bank plc, Co-operative Bank plc

INDEPENDENT EXAMINER Julie Guinan FCCA

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House
Matchworks Estate, 140 Speke Road
Liverpool
Merseyside

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2022**

L19 2PH

Speke Training and Education Centre Limited

**ACCOUNTS
FOR THE YEAR ENDED 31/07/2022**

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Detailed Statement of Financial Activities	45

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/07/2022

The trustees intend that this annual report also serves as the Statutory Directors' Report.

PRINCIPAL ACTIVITIES

The principal activities of the charity in the year under review were the advancement of learning and the relief of poverty.

STRUCTURE GOVERNANCE AND MANAGEMENT

A1 Status and Governance

Speke Training & Education Centre (STEC) is a Registered Charity (516400) and is constituted as a Company Limited by Guarantee (Company No. 1702793). The Council of Management of STEC is comprised of the Trustees of the Registered Charity who also serve as the Directors of the Company Limited by Guarantee. Within this report, the term Trustee also constitutes the term Director and vice versa. Similarly, the terms Company and Charity are treated as one and the same.

The Council of Management holds the primary responsibility for deciding organisational strategy, the adoption of policies and the employment of staff who may deliver and support activities consistent with the objects of the Charity (as set out in Section B). From time to time, the Council of Management recruits new Trustees and the criteria to determine such appointments are based upon the qualities and merits of the applicant in respect of potential or capacity to support the Charity's strategic development or operational continuous improvement.

Collectively, therefore, the Council of Management of Speke Training & Education Centre consists of Trustees / Directors with particular knowledge of:

- The local communities served by STEC - primarily the Speke Garston and Belle Vale wards within South Liverpool - with focus upon evolving demographics
- The Area, its Regeneration and Community Sustainability
- Training and Education
- The Community, Voluntary & Faith Sector
- Social Enterprise
- Anti-Poverty Initiatives

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

- Local Economy
- Small Business Support

Trustees have formally declared their eligibility to serve Speke Training & Education Centre both as Directors under the terms of the Companies Act 2006 and as Trustees under the eligibility criteria of the Charity Commission for England & Wales as set out in the Charities Act 2011.

Section B (Objectives and Activities) of this report sets out the charitable objects of STEC. These are summarised as The Relief of Poverty and The Advancement of Learning. In pursuit of these objects, the Council of Management is empowered to:

- Enter into contracts with National or Local Government Departments / Agencies, Colleges of Further Education, Local Regeneration Partnerships and other facilitative bodies.
- Apply to Trusts and other charitable grant-making bodies for support in delivering programmes of community learning and employability.
- Appoint qualified and competent staff in order to deliver programmes effectively and with quality as determined by the company's policy and practice in employment.
- Deliver a robust programme of continuing professional development in order that employees of the Charity may remain current and skilled whilst pursuing the furtherance of the Charity's objects and at the same time benefit as employees and citizens from the work of the Charity.
- Support the local communities in which the Charity practises through community development and facilitation services, education and employment interventions and environmental improvement projects.
- Promote the wider community, voluntary and faith sector through networking and partnership.
- Contribute to local business growth through the provision of workforce development programmes, managed office space, conference/meeting facilities, ICT support services, business administration, payroll services and employment linkage to assist recruitment.
- Promote the ideals and aspirations of sustainable and inclusive social and economic regeneration.
- Approve, publish, and review policies which comply with legislative and quality requirements and recommendations.

STEC has striven to realise the above charitable aspirations during the financial year August 2021 to July 2022 by delivering:

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

- Community Engagement and Support Projects
- Learning & Skills Programmes
- Business Support Services.

Boulevard Business Services Ltd

STEC's subsidiary company, Boulevard Business Services, remained dormant from a trading perspective. STEC owns the entire share capital comprising two £1 ordinary shares. However significantly during this year, STEC increased the number of BBS Ltd Directors from the STEC Charity Trustee cohort with the intent of achieving 100% alignment

A2 Structure of Speke Training & Education Centre

Focusing upon the two charitable goals of Advancing Learning and Relieving Poverty, STEC retains a structure with two departments. The first advanced learning through the delivery of Community Learning activities and the second focussed upon Property Services Administration which for STEC delivers Relief of Poverty Initiatives and Social Outcomes through the use of the premises as a Community Anchor Hub - all supported and sustained by a mixed economy tenant and partner cohort

Community Learning broadly divides into three curriculum themes of Employability, Digital Inclusion, and Health & Wellbeing. This is complemented on-site by the delivery of wider curricula offered by partner learning providers (e.g. ESOL)

To advance learning, STEC employed a Head of Curriculum (with Tutorial duties) and two full time tutors around this core. A cohort of sessional specialist tutors allows STEC's curriculum to evolve in order to remain responsive to the needs of the local community and employers.

STEC's operation of a community anchor building offered managed office space for rent or conference facilities for hire. The on-site mixed economy accommodates over twenty-five organisations / activities with the majority of these being charities or not for profit organisations. In addition to Premises Management, STEC has provided Payroll Services to local charities. The rich diversity of community organisations on-site generates a range of social outcomes relieving poverty and improving quality of life for members of local communities which STEC serves (Orchard Food bank, Liverpool Talking Newspaper, The Original Swap Shop, Lego therapy for children with autism, The Harris Club for the Disabled in Speke, Attitude Performing Arts Group, Speke Community Centre CIO and Forum for Afghan Community Empowerment – FACE) This is designated the STEC Social Space which protects and nurtures local initiatives which would otherwise struggle to serve their communities.

A3 Management

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

STEC's organisational structure comprised the Chief Executive, Mark Ord, with overall responsibility for strategy and day to day management of the centre.

The Council of Management met on the basis of a minimum eight-week cycle with meetings scheduled more frequently if required. Council Meetings were furnished with comprehensive Chief Executive's, Head of Curriculum and Finance Reports. However, each Chief Executive's Report cross-referenced to more detailed Appendices. This approach has furnished Trustees with both an explanatory synopsis of activities / performance together with more specific detail facilitating deep-dive scrutiny wherever Trustees deem appropriate.

BUSINESS PLANNING AND RISK ASSESSMENT

A4 Risk Assessment

From the perspective of identification and management of risk, 2021-22 did not present the sudden stark seismic challenges presented by Covid in March 2020, but nevertheless the constant shifts in Government guidelines, the tiers and further lockdowns together with mutations in the virus itself caused the challenge of change before any hint of stabilisation emerged.

The mutation of the virus presenting new threats

Consistent change to rules and regulations governing society in order to protect families and individuals - The Tiers and Lockdowns

The impact upon the health of key individuals (Trustees, Staff, Volunteers, Learners and Tenants)

The impact of tapering Government support initiatives

The destabilisation upon contract delivery and income streams

The protraction of the crises and incapacity for society to return to a normal situation as pre-March 2020

The need for STEC to conclude a major external and interior construction programme throughout the above period

2021-22, was itself a very special year because Lord Mayor, Councillor Mary Rasmussen, selected STEC as one of her three Lord Mayoral Charities. During the last decade, no fewer than six Lord Mayors of Liverpool have visited STEC to acknowledge differing aspects of the work of the charity. In addition, the conclusion of this reporting year (31/07/22) heralded STEC's 40th year since incorporation. As such, STEC has become well-established in South Liverpool and enjoys a good reputation amongst members of the community, community partners, local elected members and with funders. Whilst continuity and sustainment are a cause to celebrate, Trustees nonetheless harbour vigilance about the precarious situations which small to medium Third Sector organisations can encounter at any time. Trustees are mindful that regardless of a charity's success in effectively responding to demonstrable local social need, there are no guarantees of contractual stability or continuity in the medium to longer-term. Therefore, the past decade has witnessed fiscal austerity, the Coronavirus Pandemic and in 2021-22 the disruptive characteristics of its aftermath all of which presented challenges as to how organisations navigated change.

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STEC Trustees have for nearly two decades embraced reduction of grant dependence as a guiding principle and invested in the twin track approach of public sector contract delivery and self-generation of income through social enterprise activities largely based on the premises. Although this strategy is positively geared to longer-term sustainability it is not without risk - the decade of Austerity and most recently the impact of COVID-19 has highlighted the reality that public sector contracting, social enterprise activities, (and indeed all activities requiring a premises to deliver from) have been impacted by constraints outside of STEC's control, which can undermine endeavours to achieve stability and longer-term sustainment. Trustees have been obliged therefore to continue to risk assess all activities, sources of income and contracts. In addition, because of the significance and range of public sector funding reductions and / or service reviews ushering in many structural changes both in terms of contracting organisations and key personnel, the Trustees have felt it is essential to be frequently briefed and have accordingly been furnished with details of national strategy changes and local authority developments as the initial section in each Chief Executive's Report. This provides context both for strategic planning and early response to operational change where required. Strategic decisions of importance have been required of Trustees determining the most effective way to deliver the Mission of the Charity in such difficult circumstances. Whilst The Council of Management have been guided by prudent business strategies with adequate controls for risk reduction, the five years between 2017-2022 presented opportunities for investment in what became a freehold asset through significant public sector capital grant assistance and dedication of the charity's own reserve to achieve accessibility for all and better green sustainability on-site.

Trustees intend that this investment should underpin growth in profile, activities and in sustainable activities.

In conclusion, Trustees have ensured that all activities undertaken or facilitated by STEC are consistent with the two Charitable Objects of Advancing Learning and Relieving Poverty whilst constantly seeking new opportunities and innovative approaches for success and sustainment.

A5 Contracts

Trustees sign a Declaration of Interest at the commencement of each Council of Management Meeting. There were no contracts in which any Trustee/Director is or was materially interested either during or at the conclusion of the financial period 2021-22.

In addition, in accordance with the Memorandum and Articles of Association, there was no Trustee Remuneration during the period covered by this report.

In the preparation of this report, Trustees / Directors have taken advantage of the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Section B Our Intent (Objectives & Activities)

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

Speke Training & Education Centre (STEC) aims to advance learning and relieve poverty. Within these broad charitable aspirations, STEC is primarily a charity of place because the goals of this charity and the activities which pursue these goals are integral to the area which the charity serves. Speke Training and Education Centre's Objects and Mission were initiated in the early 1980s by residents of Speke who sought a response to the acute levels of unemployment experienced by local Merseyside communities at that time with particular concern over the lack of opportunity for young people in Speke and Netherley.

Section B of this Trustees' Report requires an overview of the activities which the charity has sought to undertake during the financial year 2021-2022. The composition of the Council of Management seeks to ensure that STEC should remain an active servant to the communities with the degree of self-determination to respond to changing needs of residents, households community groups, charities and indeed small businesses. During the past forty years, the communities served by STEC have been successively afflicted by unemployment, multiple deprivation, local government austerity and most recently by the impact of Covid-19 and its variants. The Trustees have been determined that in an hour of dire need, STEC should always remain steadfast in its charitable service.

In order to provide meaningful context to Section B and thus demonstrate value and impact of STEC's operations as set out in Section C, the Trustees have in recent years incorporated within the report a short history and description of the area in which the charity operates as it is both relevant and important to consider the socio-economic profile of Speke, thus providing important context to this report.

B1.1 The Communities we Serve - background

The establishment of the satellite township of Speke and the massive growth of population from under 400 in 1931 to 25,000 in 1961 took place within a planning context which balanced housing with employment and educational opportunity. The industrial belt adjacent to the Speke estate was called the engine room of Merseyside and incorporated representation from the automotive and pharmaceutical sectors.

Location on the urban periphery provided further diverse employment opportunities ranging from Garston Docks, to South Lancashire (particularly Cronton) Collieries to agricultural labouring opportunities. This was further consolidated by the location to the area of the Ford Motor Company. With the general perception that municipal housing was of a high standard, Speke was deemed a good place to live and to work.

This optimism was shattered in the 1970's and 1980's with the decimation of the local industrial base including closure of significant employers Dunlop and Triumph. Once the balance between employment and residence was fractured, the position of Speke as a peripheral suburb undermined the capacity of local residents to access areas of new or wider opportunities especially because the community endured very low car ownership levels. Therefore Speke's entrenched and protracted high levels of unemployment (which reached 60% in some parts of the area in the 1980's and 1990's) was responsible for causing deprivation across a broad range of indicators such as earnings/poverty, education, skills/qualifications, health, crime and housing.

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When Merseyside's economy was identified as requiring European Objective One assistance because of the malaise of the sub-regional economy in 1994, Speke Garston was highlighted as the first priority regeneration area in Liverpool with the warning from Bob Lane, the Director of the Speke Garston Development Company that Regeneration would be a marathon not a sprint.

In 2004, Liverpool ward boundaries were changed and this placed Speke alongside St Mary's ward (Garston) to form a new Speke Garston ward.

B1.2 Speke-Garston Ward Profile

The most recent Ward Profile from Liverpool City Council is dated 2022 although this is in the main 2021 data with more recent information having been published by the Office for National Statistics following the 2021 Census .

- Speke Garston is the third most populous Liverpool electoral ward after Central Ward and Riverside Ward with a still increasing trend (19,237 in 2010 rose to 20,930 in 2016 and 21,299 in 2019 and 21,405 in the Census.2021) In the new ward structure, Speke will remain the third most populous ward with 14,340 residents, just ahead of Belle Vale (13,653) but behind Norris Green and Kensington & Fairfield.

- The impact of Covid is evident in life expectancy although slight reductions were experienced from a zenith of 77.42 years in 2018 to 77.32 in 2019 and then 74.81 in 2020. The data contrasts with life expectancy in a more affluent ward such as Church, where the Life Expectancy was 84.86 years in 2020.

- The percentage of children in poverty exceeds the Liverpool average and is above twice the national average

- Multiple Deprivation is diminishing in respect of IMD Tables and this ward which on more than one occasion held the dubious position of comprising the most deprived areas in England and Wales, is now tenth most deprived ward in Liverpool.

- Speke Garston has the third highest Universal Credit claimant count in Liverpool. There is a long history of unemployment exceeding city and national levels and the unemployment rate is approximately 3% above the Liverpool rate at January 2021 whilst youth unemployment at the same time was nearly three times the city and national levels. Universal Credit can create a statistical ambiguity between unemployment and employment as it provides a mechanism for flexible working patterns. However of the Universal Credit cohort in Speke Garston, 37.79% were in employment which sits between the Liverpool rate of 35.32% and the national rate of 39.25%. This can be viewed positively although Universal Credit per se is evidence that either through patterns of instability or wage levels, the progression from households out of poverty is likely to be slow and tortuous. Underpinning this, the workforce analysis, illustrates a low proportion (13.3%) of residents employed in professional occupations / managers (in fact the second lowest in Liverpool) whilst reciprocally there is a higher than average representation of elementary occupations (31.5%) the highest in Liverpool for this statistic. This has implications for stability of employment, frequency of agency and "zero hours" contracts, inter-generational poverty of aspiration and actual poverty.

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TRUSTEES' REPORT

- Census 2021 illustrates a changing national and city-wide demographic with 23% of the city identifying as other than White English / British. In Speke Garston there has been a trend towards increasing ethnic diversity so that 14.9% in the Census identify as non-White English / British from 9.1% in 2011 (10.1% in Belle Vale from 6.5% in 2011). In linguistic terms, the city-wide cohort of residents whose first language is not English is just under 10,000 with a quarter of these not being able to speak English well or very well. If this was applied to the new Speke ward, it indicates a potential ESOL requirement of around 500 people. However the need for ESOL in Speke Garston was itself dramatically impacted by the arrival of two hundred Afghan Refugees housed in a local hotel following the mass-evacuation from Kabul in August 2021 and this has constituted a local need for STEC's Trustees and Management to respond to quickly between 2021 and 2022.

In conclusion, it is clear that deprivation has been protracted but it is also clear that the Speke Garston community is resilient, the population is growing and that whilst more endeavours are required for STEC to support, there is also much to take pride in.

B 2 OBJECTS OF THE CHARITY

The Objects of Speke Training & Education Centre (STEC) are set out in Section 3 of the Memorandum of Association.

The Objects of Speke Training & Education Centre commit the charity:

- To advance education and relieve need (poverty) amongst young and other unemployed persons resident in the defined area, through the provision of training facilities, the promotion of employment opportunities and the development of vocational skills.
- To support any related charitable purpose directed to the benefit of people affected by unemployment, the advancement of learning, relief of poverty and the improvement of the environment.
- To assist, through training education and promotion of employment opportunities, the development of beneficiaries as positive members of their communities and good citizens.
- To contribute through training, empowerment and provision of resources to the regeneration of Merseyside in general and Speke Garston in particular.

The Trustees attach due regard and importance to the guidance published by the Charity Commission on Public Benefit and enshrine this guidance at the heart of all strategic planning and operational activities.

However the Goals of the Charity are crystallized into two broad purposes:

Relieve Poverty and Advance Learning.

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TRUSTEES' REPORT

B.2.1 Relief of Poverty

Trustees aim to challenge poverty both through direct interventions (such as supporting unemployed people into employment or promoting workplace advancement) through hosting advice and guidance on-site for debt relief and benefits advice or through facilitating poverty-relief initiatives such as food banks and The Original Swap Shop. STEC has developed its site as a multi-activity Community Anchor Hub with over twenty diverse mixed-economy partners as tenants, service deliverers and conference customers. Trustees actively want STEC to be a welcoming and safe place where individuals, families, community groups and local businesses can be supported and where local capacity can be built. In doing so, the Social Enterprise model also provides for STEC's own sustainability.

B.2.2 Advancement of Learning The intent

Trustees have embraced three themes for learning:

- Raising Employability and Compliance
- Promoting Digital Inclusion
- Improving Well-being

Trustees justify their Clarity of Purpose or Intent for STEC's Community Learning Programmes because of the high levels of worklessness, digital deprivation and the need for programmes promoting resilience and mental well-being. Both Belle Vale and Speke Garston Wards suffer geographic isolation because of their peripheral location at the Southern extremities of Liverpool. However, between 2021 and 2022 the restrictive tiers also imposed physical isolation upon many residents with particular constraints in place in from December 2021 to February 2022.

REVIEW OF ACTIVITIES

Section C

Implementation and Impact 2021-22

C1 Relief of Poverty

Trustees recognise that poverty has many manifestations not only defined as relative / absolute poverty. Whilst the year in question has been dominated by increasing anxiety about the three Fs (Financial, Fuel and Food) and Poverty. Nonetheless, many residents must live with other forms of deprivation manifest in health inequalities, learning disabilities / sensory deprivation or factors generally undermining their quality of life such as social isolation, digital deprivation and above all, poverty of aspiration. Trustees have been obliged to ensure stability for STEC and at the same time provide continuity of service. Simply being there for people and open for business was one of the most significant contributions that any charity could make especially when many organisations were accused of being absent from the lives of those they were established to serve and support.

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C1.1 STEC's Social Space

The following charitable and community partners were supported by Trustees to impact the charitable aspiration of Poverty Relief;

i) Liverpool Talking Newspaper

This charity, based at STEC since 2002, was in its fortieth year when lockdown struck and was denied an anniversary celebration in September 2020. The Trustees and Volunteers recognised that many beneficiaries living with visual impairments were suffering isolation already which would be exacerbated if the Talking Newspaper ceased. They took the decision that when safe to operate from STEC, they would resume the delivery of services from STEC. Whilst the format changed, including musical recitals and local history lectures, the impact was extremely positive amongst over two hundred beneficiary listeners. The courage and endeavours of the Liverpool Talking Newspaper was recognised on 8th September 2021 by the presentation by the Lord Lieutenant of Merseyside on behalf of the late Queen Elizabeth II of the Queens Award for Voluntary Service. This is the highest award which any charity can achieve and has been a source of satisfaction and pride not only to STEC Trustees but also to the wider Speke Community. STEC and another tenant donated the space for the recording studio and administration centre and provided wider capacity-building support.

ii) The Original Swap Shop

This project entered its eighth year in a prolific manner because in August 2021, many charity shops remained closed to the public. Whilst some disruption was inevitable during the more constrained tiers, the volunteer team returned to STEC to provide a safe and managed service both for the receipt of donations of items including baby items such as cots, cribs, Moses baskets, adult clothing and household items and the distribution of these. At times the frequency of the open days increased by 50% from twice weekly to three times a week. Over 800 individual donations were received with more than a thousand beneficiary collections. STEC provided the outlet space and a number of areas for storage. This has more recently been recognised in the Liverpool Echo.

iii) ASC Inclusion CIC

This support organisation for families living with autism through Lego therapy was impacted by lockdown. Remote delivery was possible through delivery of Lego kits to beneficiary households. However in the main, the CIC gained benefit from STEC's Social Space through the donation of a secure storage room for the expensive Lego equipment and a delivery space when Lego Clubs resumed in summer 2021.

iv) The Harris Club

This charity was established in Speke in 1969 to support Disabled Adults in the Community. The impact of the Covid lockdown caused a secondary casualty insofar as Speke Community Centre in Parklands closed completely excluding the various user groups. The Harris Club accessed STEC's Social Space initially for its monthly Monday Committee meetings and then for its socials every Friday evening. This supports constructive recreation and reduces isolation for twenty local residents with disabilities. It is worth acknowledging that had the STEC Trustees not embraced the principle of Access For All (epitomised by the installation of a lift), the accommodation of the Harris Club at STEC with all of its social value contribution to the quality of lives of local residents would never have been possible.

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TRUSTEES' REPORT

v) Speke Community Centre CIO

The impact of the lockdown and the lock out from Speke's Community Centre necessitated the establishment of a new organisation to support older residents of Speke. In June 2020, STEC supported a group of local residents to establish Speke Community Centre CIO, a Foundation Charitable Incorporated Organisation with the purposes of reducing isolation and health inequalities in Speke. STEC provided administrative space and support, a registered office facility, technical support and capacity-building including fund-raising and for a time as required a conference facility for weekly socials and luncheon club. Known as the Speke Commy, this charity was prolific during the higher tiers and lockdowns by providing cooked meals delivered to around fifty isolated older residents.

vi) Attitude Performing Arts Group

With no access to a rehearsal space Attitude Drama Club was in danger of not being able to continue. They accessed STEC's Social Space every Saturday afternoon which made not only rehearsals possible but also performances at Valley Theatre in Belle Vale, the Unity Theatre and the Epstein Theatre where they won an award. This supported over twenty local young residents in constructive recreation and confidence building.

vii) Come Alive at 55 – STEC provided a registered office and virtual tenancy

viii) Employability Solutions provided alternative education for children and young persons facing additional significant barriers to labour market success

ix) South Liverpool Youth Hub provided intensive engagement and support for South Liverpool young people emerging from the disruption of Covid lockdowns. The South Liverpool Youth Hub was commissioned to engage 100 young people. In the first year they engaged 110. They were set the target of achieving 30 job outcomes but achieved 52 in Year One and 35 in Year Two.

C.1.2 Relationship and Impact between Advancement of Learning and Relief of Poverty

Section C2 describes in detail how STEC's main activities can reduce poverty. There are certain themes, activities and outcomes which will make a direct difference as follows – these transcend all three STEC Learning Themes

- Employment Outcomes
- Qualifications
- Recruitment initiatives (Skills Passports)
- Linkage to Volunteering opportunities

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- Progression to higher level courses
- Digital Skills
- Improved Confidence
- Better Employability
- Improved Language (ESOL), maths and English
- Improved attitude to learning and work
- Better capacity for family support
- Being more active within the community

C.1.3 Community-Supporting Tenants at STEC

The following tenants provided community services which have made impacts upon improving the quality of the lives of local residents and challenging various manifestations of poverty:

- European Playworkers Association located their UK Office at STEC (complementing their European Office in Hamburg) as a base to arrange educational exchanges and transnational themed conferences
- The Orchard Foodbank. This charity opened twice weekly providing food relief services
- Franchising Works provided free advice, guidance and training on self-employment to local residents
- Love Light CIC provided workshops on Well-being
- Amanda's Day Service / Home from Home CIC offered social care and recreational activities for older adults
- Talent Match is a project managed by Merseyside Youth Association based at STEC for South Liverpool and this provided an Intensive Mentoring Service for young people excluded from the labour market

Liverpool Street Scene Limited Provided Highways Maintenance

C.1.4 Community Services Offered from STEC

- Riverside Floating Support Service

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Since July 2020, three times a week, specialist advisers have provided free advice on housing, eviction prevention, benefits, debt, fuel poverty and a range of problem-solving services.

Whilst delivered by Riverside Housing the service is funded by Liverpool City Council and is open to all.

- Liverpool In Work / Ways To Work

This service focuses upon employability and removal of barriers to progression

- Life Rooms provided social prescribing solutions

- SSAFA

The Armed Forces Charity also commenced support surgeries for veterans

These strands of support in terms of advice and guidance are as important as the other projects because (as with learning) they offer longer-term routes out of poverty rather than the immediate alleviation offered by foodbanks and Swap Shop

C2 The Advancement of Learning

By the conclusion of 2021-22, the varied restrictions and constraints arising from Covid-19 were finally removed. Nonetheless, the optimism of 2021 was only partly realised as variants such as Delta and Omicron brought about significant disruption to STEC's capacity to deliver community learning up to Easter 2022. Gradually, the restoration of face to face delivery was effected across all curriculum areas by summer of 2022

The Trustees of STEC formally record their gratitude for the support and encouragement of the following contracting bodies:

- Liverpool City Region Combined Authority

- Liverpool City Council Adult Learning Service

- National Lottery Community Fund

- European Social Fund

- VOLA / Sefton CVS

- Workers Educational Association

- The Good Things Foundation

During a time of considerable uncertainty, the above contractors encouraged STEC to maintain the support of learners, continue delivery of essential community activities, support diversification to remote models of delivery and provided Comfort and Concern Meetings to check on the health and continued viability of STEC services.

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TRUSTEES' REPORT

Trustees were determined that STEC should remain available to deliver support in the community throughout the pandemic and the recovery phase, so the Trustees wish to extend gratitude to those contractors whose empowering and supportive stance made this possible. Their actions matched their words and in a time of great organisational uncertainty STEC's strategic clarity and operational resolve has been in no small way due to the stabilising and unwavering management stance of the above contracting bodies. We know that as in the previous year, not all public or voluntary sector bodies were as supportive or encouraging so Trustees extend true appreciation in this respect especially to VOLA and the WEA

C.2.1 Liverpool Adult Learning Service - Community Learning Programmes

The STEC Community Learning offer 2021-22 comprised two spatial projects which delivered STEC's three themes (Employability, Digital Inclusion and Health & Wellbeing). The two projects were:

Community Learning for Speke Garston (Target and Achieved 270 learners)

Community Learning for Belle Vale (Target and Achieved 170 learners)

Partnership.

These two projects built upon the successful engagement and delivery of previous years focussing upon the two most deprived wards of the South Liverpool suburbs. Partnership was essential to the STEC model of delivery for engagement and widening participation within the two wards.

STEC Trustees extend gratitude to the following partners who made successful community learning a reality through their support for STEC and active delivery of partnership activities:

Speke Garston Ward Partnerships

STEC's main partner in Speke Garston has been South Liverpool Homes and The Reach in Parklands Library. Collaboration involved i) Hosting all Social Care Programmes ii) Monthly Skills Passports for Speke Garston residents iii) Thursday Digital Surgeries for SLH tenants iv) Donation by STEC within the SIF Programme of Interactive Guidance Equipment

Five Children And Families Trust ; Garston Children's Centre ;St Aidans and All Saints – The Place To Be ; Noah's Ark, Speke; Addaction South Liverpool now renamed We Are With You; Garston Jobcentre; Stockton Wood CP Primary School and Parents Group; St Ambrose RC Primary School; Middlefield Primary School; Speke Adventure Playground; Gemini Boxing Club; Employability Solutions, Garston; Speke House (Launchpad Veterans Accommodation & Support) ; Abbey Care Domiciliary Services, Speke; Ranelagh House, Garston; Air Unlimited, Speke

Belle Vale Ward Partnerships

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Netherley Youth & Community Initiative; Belle Vale Forum; SCCYP / St Cyril's Club; Belle Vale Children's Centre; Woodlands Community Centre

Our Lady of the Assumption Parish and School; Happy House Day Nursery; Gateacre Comprehensive School; ACE; Manwell; St Mark's Parish

St Gregory's RC Primary School; Belle Vale Jobcentre; Lee Valley Millennium Centre; Valley Hub; Lee Valley Pensioners; Joseph Williams Mews (Riverside Housing Association); Garden Lodge Care Home; Company Matters 4 U

Thematic Partnerships

Tom Harrison House (Veterans); The Bridge (Veterans); Transforming Choice (Recovery); Homebaked CIC; Kitty's Laundry;

Friends of Williamson Tunnels

- Pagoda Arts Centre

C.2.2 Community Learning offers Intent, Implementation and Impact

The awarded contract required engagement and recruitment of 270 adult learners for Speke Garston and 170 for Belle Vale which totals 440 learners. The ward residential minimum threshold was 70%. Despite procurement commencing in July 2021, the contract award was considerably delayed starting not in early autumn of 2021 but in late January 2022 thus demanding three terms of engagement and delivery in less than two terms of delivery time. Despite the challenge we were able to meet and indeed exceed targets and had delivered our courses to just under 500 learners by the end of July 2022

Curriculum Distribution

Course Intent %

Skills Passports Employability Team* 61%

Happy New You in 22 /Spring Back 22 Wellbeing 13%

Drive To Work (Driving Theory) Employability / Digital 14%

Social Care Employability 03%

Build Your Confidence (Women's Construction) Wellbeing 04 %

Pyrography Wellbeing 05%

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TRUSTEES' REPORT

Thematically, STEC's Learning Theme of Digital Skills was delivered through the ESF / National Lottery Building Better Opportunities Programme and through an adult education budget WEA contract.

Therefore under this programme thematically Employability accounted for 78% learners and Well-being 22%;

In terms of Impact, the following outcomes were achieved:

Employment (Full-time / Part-Time / Job Transition and Self-Employed) 34% / Volunteering 30% / Other Courses 37% (not complementary so that some learners may have two progressions such as volunteering with other courses etc). With most of the programmes non-accredited, awarding body data does not apply but the Skills Passport does include accredited short courses accredited by the Royal Society for Public Health with the success rate ranging from 98.1% - 100%.

In terms of Equality Outcomes we set targets for: BAME of 10% and achieved 18% / Disability of 25% and achieved 27% / Male learners (under represented in Liverpool) of 30% and achieved 34%

C.2.3 Response to the needs of Afghan Community accommodated in local hotel

In August 2021, a hotel in Speke was utilised for refugee Afghan families who were in the service of the UK Military in Kabul. This presented STEC with a range of new needs to provide assistance. This has included: a) Swap Shop Support for warm clothes and toys for children etc b) Use of Kickstart Scheme to employ four liaison workers c) Dedicated Skills Passport Provision and Driving Theory Courses d) Establishment of ESOL Courses with WEA and ALS at STEC e) Support for cultural events such as Naw Ruz (New Year celebrations) building upon the endeavours of local activist Rozanne McCoy and chef Paul Askew f) Capacity-building support for a new charity to support future community sustainment, education and positive citizenship called FACE

C. 2.4 Workers Educational Association (WEA)

C.2.4.1 Prior to the initial lockdown in 2020, STEC was awarded status of Outstanding Partner in London's Covent Garden by the Workers' Educational

Association. Having been awarded the North West Regional Outstanding Partner, STEC was then presented with the national award

As a WEA partner, STEC's traditional role has been to accommodate WEA courses and to engage learners for WEA within the communities we serve. Historically, the most popular provision was ESOL and Education & Training Level 3 (PTLLS). The arrangement has in the past been a source of much-valued income through room hire fees. However this source of income and related activity was halted in March 2020 with the initial lockdown and was not resumed until March 2022. Gradually, this relationship has been renewed and the WEA is once again STEC's most enduring and substantive training and conference customer

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C2.4.2 Separate to the above room hire STEC delivered a direct Adult Education Budget (AEB) contract with Workers Educational Association (WEA) – an allocation funded by Liverpool City Region Combined Authority. This was strategically intended as a progression opportunity for learners on non-accredited contracts to achieve qualifications. As such delivery of British Computer Society (BCS) Computers and Online Basics Entry 3 Qualifications was prioritised. During 2021-22, STEC introduced the new Essential Digital Skills Qualification accredited by British Computer Society (BCS) under this contract

However, after sixteen years of community learning largely on a non-accredited basis, STEC's accredited menu had become somewhat limited to ICT. The varied Covid-19 constraining tiers made engagement and delivery of ICT options challenging. In contrast, community learning on a non-accredited basis did prove buoyant and popular Healthy Cookery zoom workshops delivered 92% occupancy on this contract. Michelle O'Dwyer, delivered a unique version of Hello Fresh by which each learner received a cookery learning pack with knowledge resources, reflective diaries, utensils and (most importantly) all of the ingredients required for cookery. Thereafter, the courses were delivered remotely on Zoom before the paperwork and utensils were collected. An innovative twist on the model was a Slow Cooker Version delivered in partnership with Five Children and Families Trust which donated a new Slow Cooker to households followed by a zoom cookery course for parents

The Trustees specifically wish to extend their gratitude to the WEA for the initiation of a series of Comfort and Concern Meetings throughout the lockdowns and tiers designed to support survival and sustainability of sub-contractors. Their sense of true partnership is recognised and valued at STEC.

C.2.5 Building Better Opportunities Include -IT Mersey

C.2.5.1 Intent

Include-IT Mersey was launched in 2017 and renewed with two year funding from The National Lottery and European Social Fund from July 2019 to July 2021 when it was further renewed to run until 31st March 2023. The voluntary sector coalition of community anchor organisations share the Intent to reduce digital exclusion in the communities which they serve. The lead for the project is Sefton CVS but special recognition in terms of initiation, development and continuing cohesion amongst partners must be afforded to the Voluntary Organisations Learning Association (VOLA) which in this year was recognised as Team of the Year by University of Leeds

C2.5.2 Implementation

The key to this work is effective engagement with hard to reach residents, whether unemployed or economically inactive. There is at the core the ambition to move learners across the employment continuum so that (through small steps) learners not only develop skills in digital learning but also consider active job seeking or further study thus migrating from economic inactivity to being considered economically active. As such, in terms of its intent, methods of implementation and targeted impact, it is very closely aligned with STEC's own charitable ambitions of relieving poverty and advancing learning. Most significantly, the project facilitates the fulfilment of STEC's Digital Learning Promotion Theme. Despite significant challenges in supporting digitally excluded learners to acquire computer skills by zoom, the project continued without interruption through all lockdowns and restrictive tiers after March 2020. This involved staff delivering learning packs to learner houses, coaching by telephone and donating digital equipment to learners for use at home including a dedicated initiative called LCR Cares funded through Liverpool City region Combined Authority. The project staff were not furloughed and this strategic encouragement to continue delivery was a major factor in STEC remaining open for business in the previous year.

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TRUSTEES' REPORT

The year 2021-22 saw a gradual restoration of face to face delivery. However spatial coverage was more limited because larger capacity venues were required to safely deliver face to face training and some public sector venues had remained closed. A different implementation structure was embraced to maintain the recruitment and delivery cycle because lockdown brought about the need to catch targets up.

C.2.5.3 Impact

In terms of Impact since the project's launch in 2017, funding was renewed in 2019 and yet again in 2021. National Lottery graded the project as performing at the highest levels. In terms of STEC's overall performance and impact to date:

164 local residents were supported to better digital skills.

86 of these were unemployed (52.44%): 78 were classed as Economically Inactive (47.56%)

64.02% were aged over 50 years of age surpassing the target of 57% whilst 50.61% defined a limiting health condition, disability or learning disability exceeding the target of 39.3%

In contrast to the Liverpool Adult Learning Service contract (on which male learners were targeted due to under-representation in adult learning) Building Better Opportunities had a 50 % female recruitment target which STEC achieved and exceeded with 67.07% female participation.

Progression into employment was as follows:

Unemployed learners into Jobs: 20% achieved in excess of the 14.5% target

Economically Inactive learners into Jobs or Jobsearch:: STEC achieved 47% thus exceeding the 31% Target

C.2.6 Kickstart Initiative

Kickstart was a government initiative supporting unemployed young adults impacted by the Covid Pandemic. STEC participated through VOLA (42%) and Jayne Moore Media (58%). VOLA was completely outsourced for placements to Maestro Music Academy, South Liverpool Homes and Quantum Global. STEC recruited 58% directly to work on the 2021 Census Project with Office for National Statistics and Good Things Foundation. As a result, STEC was designated the busiest Census Support Centre in the North West. 100% of the Census Team progressed into full time employment and higher level apprenticeships. STEC created five job opportunities for young Afghan refugee residents (four at STEC and one at Five Childrens & Families Trust). Of these two are at university (one in Liverpool and one in California, USA) whilst three are in employment with Further Education.

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

STEC's partnership with Maestro Music Academy resulted in 100% into music related careers including one at Liverpool Hope University. The partnership with Quantum Energy produced full-time employment and a Level 3 Apprenticeship.

C3 Community Support (Social Enterprise)

STEC Tenants

The Tenant, their Activity and Sector:

Amanda's Day Service - Social Care - CIC

ASC Inclusion - Lego Therapy/ Autism Support for children with autism - CIC

CK Equine - Equestrian Equipment - Micro

Come Alive at 55 - Active Ageing - Charity

Speke Commy (Reg. Off) - Active Ageing - CIO

Decelle Services Micro business

Employability Solutions - Alternative Education (Construction) - Not for Profit

EPA - Youth Exchanges (Council of Europe) - Charity

Fireside Training - Fire Safety - Micro

Franchising Work - Enterprise Support - Not for Profit Organisation

IPC - Pest Control - SME

Liverpool Street Scene - Highways Maintenance - Not for Profit

Liverpool Talking Newspaper Charity (Awarded Queen's Award for Voluntary Service September 2021)

Love & Light - Mindfulness - CIC

Maria Eagle MP - Politics - Public Sector

Maestro Music Academy - Music School - SME

Nails by Christine - Nails Studio - Micro

Orchard Foodbank Charity

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

Quantum Global - Renewable Energy - SME

South Liverpool Youth Hub - Youth Engagement / Support - Not for Profit

Strategic Ridge Micro

The Original Swap Shop - Poverty Relief - Project

Talent Match / MYA - Youth Support - Charity

Thermal Mapping & Validation - Pharmaceuticals - Micro

Woodspeen Apprenticeship Provider

This equates to 56% Not for Profit / 40% Micro / SME and 4% Public Sector

C3.2 STEC also hired conference and training rooms to the following organisations:

- Liverpool City Council Children's Services
- Liverpool City Region Combined Authority
- Greater Merseyside Learning Providers Federation (post year-end)
- Advanced Solutions (post year-end)

Workers' Educational Association (WEA)

There was obviously some concern that room hire income might be impacted in the longer-term by the constraints of the Pandemic.

C3.3 Payroll Services for Charities and Community Groups

Payroll administration support was provided to the following organisations:

- Riverside Credit Union
- The Minibus Agency
- ARCH
- Speke Children's Environmental Committee (Speke Adventure Playground)
- Speke Community Centre CIO

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

C 4 COMMUNITY SUPPORT ACTIVITIES

C4.1 Community Partnerships

During the period August 2021 - July 2022 STEC actively supported partner organisations in community regeneration work. On one level, this involved working at Board Level or Advisory Committee thus providing strategic support and in other contexts working collaboratively on an operational basis.

This support has taken place both in respect of charitable organisations such as Five Children and Families Trust (Sure Start), Voluntary Organisations Learning Association (VOLA) and Netherley Youth & Community Initiative. On other levels, STEC worked with South Liverpool Homes to bring community and other organisations together to implement the South Liverpool Homes Reach facility in Parklands Library.

STEC maintained a very special relationship with Workers Educational Association (WEA)

STEC worked closely with Riverside Housing Floating Support Service, Liverpool In Work, Ways To Work and Households Into Work Programme.

Partnerships are valued by STEC as being of primary importance in positioning the STEC resource as a central community facility and promoting a range of outcomes for local people whilst supporting the sustainability of the local third sector within which STEC continued to play an important role. Reciprocally however, given the challenge of engagement targets, the local partnerships provide a mechanism for reaching new learners via community conduits.

C.4.2 Capacity-Building for the South Liverpool Voluntary Sector

STEC supported a group of community activists to establish a Foundation Charitable Incorporated Organisation (CIO) as Speke Community Centre CIO – The Commy and completed a number of funding applications for the new charity pending the appointment of its staffing team. This has now produced a range of community support services for elderly, infirm and isolated residents including:

Healthy Luncheon Club, Social activities (when permitted) with entertainment, Hot Food delivery service, excursions (when allowed), Memory Club activities, General Welfare and a Social Shop. Similar capacity-building has taken place to update the constitution of Speke Adventure Playground whilst support has been provided on governance to a range of non-constituted groups in Speke Garston.

STEC has also provided training initiatives for the local voluntary sector focussing upon:

- Free Compliance Training in Health & Safety, First Aid, Food Safety for community groups

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

- Fire Safety Assessment and Training
- Bi-Annual Prevent Duty Workshops in partnership with Liverpool City Council Prevent Education Team
- GDPR Compliance Workshops
- Support for local refugees (Syrian groups, Kurdish and Afghan families)
- Development of a CIO called FACE (Forum for Afghan Community Empowerment)

C5 Investment in STEC Unit House

The previous five years had been frenetic for STEC in terms of development of the site. From 2016 STEC had i) Secured the Freehold ii) Sold Booth House to TJ Morris iii) Converted an industrial canteen to five offices / classrooms iii) Secured £750,000 SIF funding from Liverpool City Region Combined Authority which when matched by STEC up to £150,000 approached £1,000,000 of investment on accessibility, environmental sustainability and enhanced educational facilities. In contrast 2021-22 was much more about retrenchment although the programme to evolve to LED lighting continued.

However, having invested on the main site, STEC can report that the next phase of the regeneration on the site was the land to the rear of Unit House. This is being transformed into the Frances Hunt Community Memorial Garden. In 2021, STEC lost our Chair, Frances Hunt through Covid-19. Trustees established a goal of creating a Memorial Garden in April 2021. In January 2022, a proposal was submitted to Veolia Environmental Trust which secured £35,000 funds in March 2022 towards establishing a Memorial Garden commemorating Frances's name but also celebrating volunteers and staff of local charities across the past forty years. At the same time, to render easy access to the garden, an approach was made to TJ Morris to request a donation of a piece of land adjacent to the main STEC building. This was granted and donated post-year end signalling the commencement of expenditure. Given the prominence of well-being learning at STEC, this memorial garden will offer a refuge of peace and reflection to learners, tenants and beneficiaries.

PRINCIPAL FUNDING SOURCES

D1 Alignment of Principal Funding Sources of STEC to the Charitable Objects

During the period 2021 - 2022, STEC entered into, or delivered contracts with a number of organisations whose objects were demonstrably congruous with STEC's Mission. Income earned from these contracts was expended as per the Charity's Objects and the Mission Statement. These contracts are detailed below and are connected to the aspect of the Charity's activities as set out in the Mission Statement and Section B above on Objectives and Activities:

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

D1.1 Liverpool City Council Adult Learning Service

This programme provides STEC with the means to engage a diverse cohort of local citizens and enables STEC to promote its three themes of learning – Employability, Digital Inclusion and Well-being. In short, this is the major source for STEC to achieve its charitable goal of advancing learning

The Community Learning Programme reflects the City of Liverpool priorities which focus upon employment and employability within the strategic Liverpool City Plan updated by Mayor Joanne Anderson in October 2021. However Well-being of residents features too and Digital Inclusion is a Liverpool City Region Combined Authority Priority. Through this funded activity, the advancement of education and relief of poverty can be advanced through STEC's endeavours.

D1.2 Sefton Council for Voluntary Service - STEC actively supports the Voluntary Organisations Learning Association (VOLA) and is participating in the Building Better Opportunities Project Include-IT Mersey because of the boost this can offer the STEC Intent of Promoting Digital Inclusion. This initiative bends organisational priorities to target the older learner who is digitally excluded and may face a multiplicity of barriers to progression. Effectively STEC is the (outer) South Liverpool delivery partner for SCVS in this project which aligns very closely with STEC's objectives of relieving digital poverty through education.

D1.3 STEC delivers accredited learning through the Workers' Educational Association. This offers learners meaningful progression opportunities. The majority of this work was again achieved through a community learning non-accredited option.

D1.4 STEC participated in Kickstart a DWP initiative which supported young unemployed people impacted by the 2020 lockdowns by funding their wages for six months. This resulted in excellent longer-term employment outcomes for the participants supporting STEC's goal of promoting employability.

D1.5 All funded activities including social enterprise income generated from premises, were aligned to the charitable goals of Speke Training & Education Centre.

FINANCIAL REVIEW

D5 Financial Position of STEC: August 2021 - July 2022

In the year ended 31 July 2022, total incoming resources available for charitable application were £355,417 (£466,492 in 2021) which included £NIL (£99,582 in 2021) from Liverpool City Region Combined Authority which was invested in the building project in fixed asset additions in the year. Total outgoing resources were £396,933 (£379,109 in 2021).

The charity had net expenditure of £7,322 (surplus £6 in 2021) on the unrestricted fund. The movement on the restricted fund was net expenditure of £34,194 (2021 surplus of £87,377) which is mainly the amortisation of fixed assets purchased from the restricted funds received.

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

The reserves at 31 July 2022 are £566,737 (£574,059 2021) unrestricted and £875,993 (£910,187 2021) restricted.

FUTURE PLANS

E1 Four Decades of Charitable Service.

On 25th February 2023, STEC staged a Community Celebration Evening to mark the anniversary of the signing of the Memorandum and Articles of Association on 25th February 1983 with Wilfred Johnstone as a Founder Trustee in attendance. There is a programme of events underway which will raise STEC's profile as a charity entering middle-age and the High Sheriff of Merseyside attended the Centre in March 2023 to initiate this programme of celebrations. The Veolia Environmental Trust funding for the Frances Hunt Memorial Garden will form part of this period of celebration and its focus upon recognising four decades of charitable service to the Speke community, by over fifteen charitable organisations can only enhance STEC's own celebration of four decades of continuous service.

E2 STEC is a transformed charity asset with modern training facilities. However Trustees are mindful that further improvements will be needed at some point in the short to medium term to address the essential works which could not be afforded during the past five years

The Council of Management continues to prioritise growth and sustainability. This is not easy to accomplish but there are three complementary strategies at work. The first is to recognise the diverse activities which STEC fulfils in both poverty relief and local capacity-building and secure the dedication of funding to make this both sustainable and sustaining. The second is to diversify the "advancement of learning" offer through new income streams and new training projects which stretch the existing curriculum offer into new subject areas and new funded provisions such as Boot Camps

The third purely and simply is to maximise the return on the premises. Space on-site must produce a return whether this be market return or social value. We have created a vibrant community on-site – a mixed economy with the opportunity available to Trustees to achieve autonomy and to have some influence over the future development and destiny of the charity into its fifth decade of service.

SHARE CAPITAL

The company is limited by guarantee and as such does not have a share capital.

FIXED ASSETS

Details of the movements in fixed assets are shown in the notes to the accounts.

POLITICAL CONTRIBUTIONS AND CHARITABLE DONATIONS

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

No political or charitable donations were made during this year.

TRUSTEES AND DIRECTORS

The names of the trustees/directors who held office during the year are shown on page 2. No remuneration was paid to any director for their services as a director.

In accordance with the memorandum and articles of association the following directors retire by rotation and being eligible offer themselves for re-election:

- Carie Lee
- Kerry Lindop
- Lynn Lock

Additionally since the last AGM and to the point of approval of the accounts, no new directors/trustees have been appointed to require re election at the forthcoming AGM in accordance with the constitution.

RESERVES POLICY

The Board plan for activities to make a positive contribution to overheads. The Board aims to establish and maintain its level of reserves in order to guard against contingencies, provide for future maintenance and replacement of assets and resources and to establish a self-sustaining organisation able to manage through any change in training programmes. It was agreed that with transitions in the contractual environment, working capital would be required from these reserves and the Charity has designated £65,000 for development and transitions in short term business plans. The current level of unrestricted funds of £566,737 comprises £65,000 designated funds £196,677 general free reserves (funds not tied up in fixed assets or designated funds) and £305,060 general unrestricted funds tied up in fixed assets. The level of Free reserves is reviewed and evaluated annually, to ensure its currency and relevance to the needs of the Charity. The free reserves are required for financial stability during future capital development and future capital development will involve investment from reserves.

DAY TO DAY RISK ASSESSMENT

The Board confirm that the day-to-day controls are designed to mitigate the identified risks faced by the charity

STATEMENT OF TRUSTEES RESPONSIBILITIES

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors / trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors 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 charity and of the net incoming or outgoing resources of the charity for that period.

In preparing the financial statements, the trustees are required to:-

- Select suitable accounting policies, and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- Observe the methods and principles of the charities SORP

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

CONTRACTS

There were no contracts of significance in which a director/trustee is or was materially interested either during or at the end of the financial year

INDEPENDENT EXAMINER

A resolution will be proposed at the Annual General Meeting to re-appoint Julie Guinan of Harvey Guinan as Independent Examiner for the ensuing year.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

FOR THE YEAR ENDED 31/07/2022

TRUSTEES' REPORT

This report was approved by the Board of Trustees on 31/05/2023



S St. V. Fitzgerald
Trustee

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2022

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SPEKE TRAINING AND EDUCATION CENTRE LIMITED

I report on the accounts of the company for the year ended 31/07/2022 .

RESPONSIBILITIES AND BASIS OF REPORT

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

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

INDEPENDENT EXAMINERS STATEMENT

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

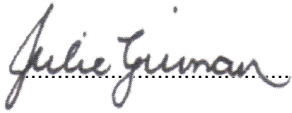
I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2022



.....Independent Examiner Julie Guinan FCCA

Date: 31/05/2023

Harvey Guinan LLP
Chartered Certified Accountants
Unit 17 Mersey House
Matchworks Estate, 140 Speke Road
Liverpool
Merseyside
L19 2PH
0151 709 7797

Speke Training and Education Centre Limited

**Statement of Financial Activities
for the year ended 31/07/2022**

	Unrestricted funds	Restricted funds	2022 Total	2021 Total
	£	£	£	£
Income				
Income from generated funds				
Income from Investments	5	-	5	4
Income from charitable activities	246,387	109,025	355,412	466,488
Total Income and endowments	246,392	109,025	355,417	466,492
Expenses				
Costs of generating funds				
Expenditure on Charitable activities	253,714	143,219	396,933	379,109
Total Expenses	253,714	143,219	396,933	379,109
Net gains on investments				
Net Income	(7,322)	(34,194)	(41,516)	87,383
Gains/(losses) on revaluation of fixed assets				
Net movement in funds:				
Net income for the year	(7,322)	(34,194)	(41,516)	87,383
Total funds brought forward	574,059	910,187	1,484,246	1,396,863
Net funds carried forward	566,737	875,993	1,442,730	1,484,246

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

Speke Training and Education Centre Limited

BALANCE SHEET AT 31/07/2022

	Notes	2022	2021
		£	£
FIXED ASSETS			
Tangible assets	4	1,245,750	1,220,500
Investments	5	303	303
		<u>1,246,053</u>	<u>1,220,803</u>
CURRENT ASSETS			
Debtors (amounts falling due within one year)	6	78,317	38,442
Cash at bank and in hand		<u>264,035</u>	<u>357,148</u>
		342,352	395,590
CREDITORS: Amounts falling due within one year	7	<u>145,675</u>	<u>132,147</u>
NET CURRENT ASSETS		<u>196,677</u>	<u>263,443</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,442,730</u>	<u>1,484,246</u>
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	9	501,737	509,059
Designated funds		65,000	65,000
Restricted funds	10	<u>875,993</u>	<u>910,187</u>
		<u>1,442,730</u>	<u>1,484,246</u>

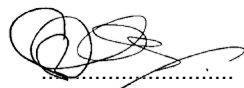
For the year ending 31/07/2022 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Approved by the board of trustees on 31/05/2023 and signed on their behalf by


.....
S St. V. Fitzgerald
Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/07/2022**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from donations and grants including capital grants is included in incoming resources when these are receivable except as follows: When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income the income is deferred and not included in incoming resources until the preconditions for use have been met. When donors specify that donations and grants including capital grants are for particular restricted purposes which do not amount to preconditions regarding entitlement this income is included in incoming resources of restricted funds when receivable.

Voluntary income includes discretionary grants for projects, goods and services where no service agreement or contract exists. Income from donated services and facilities is included in incoming resources at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party. Interest is included when receivable by the charity.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Governance costs These represent costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds-these are unrestricted funds of the charity which have been set aside to fund a particular purpose of the Charity.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Land And Buildings	straight line 2%
Equipment	reducing balance 15-25%

1g. Pension Costs

The company operates a defined contribution pension scheme. The pension charge represents the amounts payable by the company to the fund in respect of the year.

1h. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

1i. Government Grants

Government grants are recognised in profit and loss in the year in which they are received.

1j. Investments

Fixed asset investments are shown at cost less amounts written off.

Provisions are made for permanent fluctuations in value.

1k. Leasing Commitments

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired under finance leases are depreciated over the shorter of the lease term and their useful lives. Assets acquired under hire purchase contracts are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to profit and loss account on a straight line basis.

1l. Preparation Of The Accounts On A Going Concern Basis

At the time of preparing accounts the trustees have reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees therefore continue to operate the going concern basis of accounting in the preparation of accounts. The Trustees confirm that they have considered a period of more than 12 months from the date when the accounts are signed in assessing the going concern and business plans indicate sufficient resources are available to continue trading.

The Charity and the community it serves has been significantly effected by COVID 19. The safety of staff tenants and all those who use the Charity premises and resources is of paramount importance. The Charity has used the Government Coronavirus Job retention scheme to furlough some workers and maintained a small staff team that operated the service throughout the pandemic delivering essential support to the community whilst operating COVID safe procedures and practices. The Trustees have considered the impact of COVID 19 on the Charity and they consider that business plans and projections indicate there will be sufficient resources to continue trading in the foreseeable future and therefore they continue to adopt the going concern basis of accounting.

1m. Policy For Debtors

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

1n. Policy For Cash At Bank And In Hand

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

1o. Policy For Creditors And Provisions

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

1p. Policy For Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Speke Training and Education Centre Limited

2. DIRECTORS AND EMPLOYEES

Particulars of employees (including directors) are shown below:

Employee costs during the year amounted to:	2022	<i>2021</i>
	£	£
Wages and salaries	203,724	160,192
Social security costs	7,921	5,678
Pension costs	7,545	8,112
	<u>219,190</u>	<u>173,982</u>

No trustee had any material interest in any contract during the year. No trustee is paid for their services as a trustee.

3. PENSION CONTRIBUTIONS

	2022	<i>2021</i>
	£	£
Pension contributions	<u>7,545</u>	<u>8,112</u>
	<u>7,545</u>	<u>8,112</u>

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost represents contributions payable by the company to the fund and amounted to £7,545 (2021: £8,112). The amount owing to the pension company at 31 July 2022 was £1,339 (2021: £2,472).

Speke Training and Education Centre Limited

4. TANGIBLE FIXED ASSETS

	Land And Buildings £	Equipment £	Total £
Cost			
At 01/08/2021	1,460,320	393,597	1,853,917
Additions	83,594	2,348	85,942
At 31/07/2022	<u>1,543,914</u>	<u>395,945</u>	<u>1,939,859</u>
Depreciation			
At 01/08/2021	342,488	290,929	633,417
For the year	43,292	17,400	60,692
At 31/07/2022	<u>385,780</u>	<u>308,329</u>	<u>694,109</u>
Net Book Amounts			
At 31/07/2022	<u>1,158,134</u>	<u>87,616</u>	<u>1,245,750</u>
At 31/07/2021	<u>1,117,832</u>	<u>102,668</u>	<u>1,220,500</u>

Included in land and buildings is the building known as Unit House which has been occupied by the charity and has been subject to conversion and improvement as shown in these accounts. All properties are subject to restrictive covenants imposed by the original donor. All assets are used for charitable purposes. The charity had a lease for the term of 999 years from 31 March 2003 for the land and buildings including Unit House and Booth House (now disposed of) from Speke- Garston Developments Limited. The freehold for the land was originally held by North West Development Agency, then the assets transferred to the Homes and Communities Agency and subsequently to Liverpool City Council. The trustees in 2016 have disposed of Booth House and as part of the disposal agreement Liverpool City Council awarded STEC the freehold of Unit House on 30 October 2015 replacing the 999 year lease instigated in 2003.

5. FINANCIAL ASSETS

	Shares in group companies and participating interests £	Listed Investments £	Total £
Cost			
At 01/08/2021	2	301	303
At 31/07/2022	<u>2</u>	<u>301</u>	<u>303</u>
Amortisation			
Net Book Amounts			
At 31/07/2022	<u>2</u>	<u>301</u>	<u>303</u>
At 31/07/2021	<u>2</u>	<u>301</u>	<u>303</u>

Speke Training and Education Centre Limited

6. DEBTORS

	2022	<i>2021</i>
	£	£
Amounts falling due within one year:		
Trade debtors	70,487	35,775
Other debtors	<u>7,830</u>	<u>2,667</u>
	<u><u>78,317</u></u>	<u><u>38,442</u></u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	<i>2021</i>
	£	£
Trade creditors	43,997	39,071
Taxation and social security	1,717	-
Other creditors	<u>99,961</u>	<u>93,076</u>
	<u><u>145,675</u></u>	<u><u>132,147</u></u>

There is a standard mortgage debenture held in the name of the Charity incorporating a fixed and floating charge over the assets of the Charity dated 21.3.96 by the Co-operative Bank.

8. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/07/2022 there were 9 members.

Speke Training and Education Centre Limited

9. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	509,059	246,392	(253,714)	-	501,737
Designated Development Fund	65,000	-	-	-	65,000
	<u>574,059</u>	<u>246,392</u>	<u>(253,714)</u>	<u>-</u>	<u>566,737</u>

Designated Development Fund

For Development and transitions in the short term business plans and including contingent liabilities.

10. RESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
Restricted Fixed Asset Fund	905,187	-	(34,194)	-	870,993
BBO Income	-	57,572	(57,572)	-	-
Kickstart	-	51,453	(51,453)	-	-
Restricted Fixtures and Fittings Grant	5,000	-	-	-	5,000
	<u>910,187</u>	<u>109,025</u>	<u>(143,219)</u>	<u>-</u>	<u>875,993</u>

Restricted Fixed Asset Fund

The incoming capital resources this year are from the Liverpool City Regional Combined Authority Special Investment Fund Liverpool South Work and Wellbeing

BBO Income

Joint Initiative ESF & Lottery

Kickstart

Grant funds for 6 month jobs for young people

Restricted Fixtures and Fittings Grant

Veteran Grant for Capital funds for flooring

Speke Training and Education Centre Limited

11. TAXATION STATUS

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. Recovery is made if appropriate of tax deducted from income and from receipts under Gift Aid. The charity is not registered for Value Added Tax.

12. GENERAL INFORMATION

Speke Training & Education Centre Limited, a charitable company limited by guarantee, is incorporated and domiciled in England and Wales, and has its registered office and principal place of business at Unit House, Speke Boulevard, Liverpool, L24 9HZ.

The principal activity of the charity is the provision of education, training and regeneration.

13. NET ASSETS BY FUND

	Tangible Fixed Assets and Investment	Net Current Assets	Total
Restricted funds	875,993	-	875,993
Unrestricted Funds	370,060	196,677	566,737
	<u>1,246,053</u>	<u>196,677</u>	<u>1,442,730</u>

14. NUMBER OF EMPLOYEES

The average monthly number of employees was:

	2022	2021
Chief Executive	1	1
Departmental Managers	2	2
Tutorial Staff/Project Co-ordinators/Assistants	2	7
Administration/Site Services	3	2
Part-time Kickstart	6	-
	<u>14</u>	<u>12</u>

Speke Training and Education Centre Limited

15. RESOURCES EXPENDED

	2022	2021
Cost of operating the Training and Education Centre		
Salaries and Staff Costs	219,112	173,982
Beneficiary and Volunteer Costs	2,788	1,467
Adult and Community Learning Costs	44,651	52,625
Direct Training Costs	-	2,659
Other Costs - Administration; Premises; Depreciation and Maintenance	124,023	142,595
Accounting	2,800	2,264
	-----	-----
	393,374	375,592
Governance Costs	-----	-----
Independent Examination Fee and other direct cost	3,559	3,517
	-----	-----
	396,933	379,109
	=====	=====

Speke Training and Education Centre Limited

16. INCOMING RESOURCES

	2022	2021
Restricted		
BBO Income Joint Initiative ESF & Lottery Grants	57,572	56,075
LCRCA SIF South Liverpool Work and Wellbeing	-	99,582
Kickstart, ILM (2020) and Training Equipment Grants	51,453	20,531
	-----	-----
	109,025	176,188
	=====	=====
Unrestricted		
Training Sales and Services	13,449	4,228
Adult and Community Learning	125,400	137,940
Tenancy Sales and Services	94,690	79,291
UK Online Grant	-	15,702
Small Grants	159	540
WEA for training	9,566	18,886
CJRS Grant	3,123	33,713
Dividends	5	4
	-----	-----
	-	-
	246,392	290,304
	=====	=====
	355,417	466,492

SPEKE TRAINING AND EDUCATION CENTRE LIMITED

England & Wales - Charity number 516400

Accounts

Registered number: 1702793

Charity number: 516400

Speke Training and Education Centre Limited

Independently Examined Accounts

FOR THE YEAR ENDED 31/07/2021

Prepared By:

Harvey Guinan LLP
Chartered Certified Accountants
310/311 Vanilla Factory
39 Fleet Street
Liverpool
Merseyside
L1 4AR

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2021**

TRUSTEES

D Hunt
Rev. E. Cain (appointed 22.06.21)
W Johnstone
K. Lindop (appointed 22.06.21)
W Miller (resigned 03.11.20)
S St. V. Fitzgerald (Chair)
Rev. P Saltmarsh (appointed 01.12.20)
Rev. G Morgan (appointed 01.12.20)
C Lee (appointed 05.02.21)
L. Lock (appointed 22.06.21)
F Hunt (deceased 05.02.21)

SECRETARY

D Hunt

REGISTERED OFFICE

Unit House
Speke Boulevard
Liverpool
L24 9HZ

COMPANY NUMBER

1702793

CHARITY NUMBER

516400

BANKERS

Lloyds Bank plc, Co-operative Bank plc

INDEPENDENT EXAMINER Julie Guinan FCCA

Harvey Guinan LLP
Chartered Certified Accountants
310/311 Vanilla Factory
39 Fleet Street

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2021**

Liverpool
Merseyside
L1 4AR

Speke Training and Education Centre Limited

**ACCOUNTS
FOR THE YEAR ENDED 31/07/2021**

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FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/07/2021

The trustees intend that this annual report also serves as the Statutory Directors' Report.

PRINCIPAL ACTIVITIES

The principal activities of the charity in the year under review were the advancement of learning and the relief of poverty.

STRUCTURE GOVERNANCE AND MANAGEMENT

A1 Status and Governance

Speke Training & Education Centre (STEC) is a Registered Charity (516400) and is constituted as a Company Limited by Guarantee (Company No. 1702793). The Council of Management of STEC is comprised of the Trustees of the Registered Charity who also serve as the Directors of the Company Limited by Guarantee. Within this report, the term Trustee also constitutes the term Director and vice versa. Similarly, the terms Company and Charity are treated as one and the same.

The Council of Management holds the primary responsibility for deciding organisational strategy, the adoption of policies and the employment of staff who may deliver and support activities consistent with the objects of the Charity (as set out in Section B). From time to time, the Council of Management recruits new Trustees and the criteria to determine such appointments are based upon the qualities and merits of the applicant in respect of potential or capacity to support the Charity's strategic development or operational continuous improvement.

Collectively, therefore, the Council of Management of Speke Training & Education Centre consists of Trustees / Directors with particular knowledge of:

- The local communities served by STEC - primarily the Speke Garston and Belle Vale wards within South Liverpool - with focus upon evolving demographics
- The Area, its Regeneration and Community Sustainability
- Training and Education
- The Community, Voluntary & Faith Sector
- Social Enterprise
- Anti-Poverty Initiatives

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

- Local Economy
- Small Business Support

Trustees have formally declared their eligibility to serve Speke Training & Education Centre both as Directors under the terms of the Companies Act 2006 and as Trustees under the eligibility criteria of the Charity Commission for England & Wales as set out in the Charities Act 2011.

Section B (Objectives and Activities) of this report sets out the charitable objects of STEC in pursuit of which, the Council of Management is empowered to:

- Enter into contracts with National or Local Government Departments / Agencies, Colleges of Further Education, Local Regeneration Partnerships and other facilitative bodies.
- Apply to Trusts and other charitable grant-making bodies for support in delivering programmes of community learning and employability.
- Appoint qualified and competent staff in order to deliver programmes effectively and with quality as determined by the company's policy and practice in employment.
- Deliver a robust programme of continuing professional development in order that employees of the Charity may remain current and skilled whilst pursuing the furtherance of the Charity's objects and at the same time benefit as employees and citizens from the work of the Charity.
- Support the local communities in which the Charity practises through community development and facilitation services, education and employment interventions and environmental improvement projects.
- Promote the wider community, voluntary and faith sector through networking and partnership.
- Contribute to local business growth through the provision of workforce development programmes, managed office space, conference/meeting facilities, ICT support services, business administration, payroll services and employment linkage to assist recruitment.
- Promote the ideals and aspirations of sustainable and inclusive social and economic regeneration.
- Approve, publish, and review policies which comply with legislative and quality requirements and recommendations.

STEC has striven to realise the above charitable aspirations during the financial year August 2020 to July 2021 by delivering:

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

- Community Engagement and Support Projects
- Learning & Skills Programmes
- Business Support Services.

Boulevard Business Services Ltd

STEC's subsidiary company, Boulevard Business Services, remained dormant from a trading perspective. STEC owns the entire share capital comprising two £1 ordinary shares. Wilfred Johnstone, a Director / Trustee of STEC is a co-director of BBS Ltd.

A2 Structure of Speke Training & Education Centre

STEC retained a structure with two departments to focus upon the delivery of Community Learning activities and Property Services Administration which for STEC incorporates the wider Tenancy and Community Anchor activities supported and fulfilled at the Unit House premises

Community Learning broadly divides into three curriculum themes of Employability, Digital Inclusion, and Health & Wellbeing.

In support of the above, STEC employed two full time tutors (one role was expanded with managerial responsibility for overall curriculum as Head of Curriculum) delivering ICT / Digital Inclusion programmes and one full time tutor with managerial responsibility delivering Social Care and Employability Programmes (Skills Passports) Around this core, a cohort of sessional specialist tutors is employed because the curriculum needs review and regular update to remain flexible and responsive to the needs of the local community and employers.

The second major STEC department - Property and Services Administration (PSA) - managed the STEC premises as a community anchor building. This function supports an on-site mixed economy with the majority of the tenants also being charities or not for profit organisations. The PSA Department has reflected the important social enterprise contribution made by income generated from premises to the aspiration of organisational sustainability. In addition to Premises Management, the Property & Services Administration Department has provided Payroll Services to charities and small-to-medium enterprises. However, the rich diversity of community organisations on-site also means that this activity produces a host of social outcomes relieving poverty and improving quality of life for members of local communities which STEC serves (Food bank, Liverpool Talking Newspaper, The Original Swap Shop, lego therapy for children with autism etc)

A3 Management

STEC's organisational structure comprised the Chief Executive, Mark Ord, with overall responsibility for strategy and day to day management of the centre. The Chief Executive was supported by the departmental structure outlined above

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

The Council of Management met on the basis of a minimum eight-week cycle with meetings scheduled more frequently if required. Council Meetings were furnished with comprehensive Chief Executive's and Finance Reports. However, each Chief Executive's Report cross-referenced to more detailed Appendices. This approach has furnished Trustees with both an explanatory synopsis of activities / performance together with more specific detail facilitating "deep-dive" scrutiny wherever Trustees deem appropriate.

BUSINESS PLANNING AND RISK ASSESSMENT

A4 Risk Assessment

From the perspective of identification and management of risk, 2020-21 presented a series of challenges to Trustees like no other previous year caused primarily by the impact of Covid-19. The main Covid risks were:

The mutation of the virus presenting new threats

Consistent change to rules and regulations governing society in order to protect families and individuals - The Tiers and Lockdowns

The impact upon the health of key individuals (Trustees, Staff, Volunteers, Learners and Tenants)

The impact of tapering Government support initiatives

The destabilisation upon contract delivery and income streams

The protraction of the crises and incapacity for society to return to a normal situation as pre-March 2020

The need for STEC to conclude a major external and interior construction programme throughout the above period

However, besides being a year of constant and shifting challenge, 2020-21, was itself a very special year because Lord Mayor, Councillor Mary Rasmussen, had selected STEC as one of her three Lord Mayoral Charities. During the last decade, no fewer than five Lord Mayors of Liverpool have visited STEC to acknowledge differing aspects of the work of the charity. Now in its 39th year since incorporation, STEC is well-established in South Liverpool and enjoys a good reputation amongst members of the community, with community partners, with local elected members and with funders. Whilst continuity and sustainment are a cause to celebrate, Trustees nonetheless harbour vigilance about the precarious situations which small to medium Third Sector organisations can encounter at any time. Trustees are mindful that regardless of a charity's success in effectively responding to demonstrable local social need, there are no guarantees of contractual stability or continuity in the medium to longer-term. Therefore, the past decade has witnessed the aftermath of the financial crash, years of fiscal austerity, the Coronavirus Pandemic and in 2020-21 the disruptive characteristics of its aftermath all of which could prove pernicious to organisations.

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

As long ago as 2005, STEC Trustees actively embraced reduction of grant dependence as a guiding principle and invested in the twin track approach of public sector contract delivery and self-generation of income through social enterprise activities largely based around increasing both financial contribution and social outcomes from the premises. This strategy is founded upon prudent business sense and based upon STEC's asset base is positively geared to longer-term sustainability but is not without risk - the decade of Austerity and most recently the impact of COVID-19 has highlighted the reality that public sector contracting, social enterprise activities, (and indeed all activities requiring a premises to deliver from) have been impacted by constraints outside of STEC's control, which can undermine endeavours to achieve stability and longer-term sustainment. Trustees have been obliged therefore to continue to risk assess all activities, sources of income and contracts. In addition, because of the significance and range of public sector funding reductions and / or service reviews ushering in many structural changes both in terms of contracting organisations and key personnel, the Trustees have felt it essential to be frequently briefed and have accordingly been furnished with details of national strategy changes and local authority developments as the initial section in each Chief Executive's Report. This provides context both for strategic planning and early response to operational change where required. Strategic decisions of importance have been required of Trustees determining the most effective way to deliver the Mission of the Charity in such difficult circumstances. The Council of Management has continued to adopt prudent business strategies so that adequate controls could be affected for risk reduction and Trustees have effectively sought a balance between consolidation / retrenchment and seeking to avoid the further contraction of the critical mass.

Trustees have sought to ensure that the founding principles and Charitable Objects remain at the heart of all activities whilst constantly seeking new opportunities and innovative approaches for delivery, growth, and longer-term sustainability.

A5 Contracts

Trustees sign a Declaration of Interest at the commencement of each Council of Management Meeting. There were no contracts in which any Trustee/Director is or was materially interested either during or at the conclusion of the financial period 2020-21.

In addition, in accordance with the Memorandum and Articles of Association, there was no Trustee Remuneration during the period covered by this report.

In the preparation of this report, Trustees / Directors have taken advantage of the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Section B – Our Intent (Objectives & Activities)

Speke Training & Education Centre aims to advance learning and relieve poverty. Whilst these are broad thematic aspirations, there is a fundamental spatial principle which governs the Charity's Purpose – in other words STEC is unequivocally a charity of place. Therefore, the goals of this charity and the activities employed to fulfil those goals cannot be segregated from the area which the charity serves. Speke Training and Education Centre's Objects and Mission were initiated in 1980 by residents of Speke who sought a response to the acute levels of unemployment experienced by the local communities at that time with particular concern over the lack of opportunity for young people. Section B of this Trustees' Report requires an overview of the activities which the charity has sought to undertake during the financial year 2020-2021. The Trustees seek to ensure that STEC remains active within the communities served in order to ascertain changing or new local needs and to steer STEC to respond effectively to the needs not only of local individuals but also local community groups, charities and indeed small businesses. This commitment is manifest in the recruitment of new Trustees during the year 2020-21. The communities served by STEC were afflicted as never before by the protracted impact of Covid-19 and its variants. The Trustees were determined that in an hour of dire need, STEC should remain steadfast in its charitable service.

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

In order to provide meaningful context to Section B and thus demonstrate value and impact of STEC's operations as set out in Section C, the Trustees have in recent years incorporated within the report a short history and description of the area in which the charity operates as it is both relevant and important to consider the socio-economic profile of Speke, thus providing important context to this report.

B1.1 The Communities we Serve

The establishment of the satellite township of Speke and the massive growth of population from under 400 in 1931 to 25,000 in 1961 took place within a planning context which balanced housing with employment and educational opportunity. The industrial belt adjacent to the Speke estate was called the "engine room of Merseyside" and incorporated representation from the automotive and pharmaceutical sectors.

Location on the urban periphery provided further diverse employment opportunities ranging from Garston Docks, to South Lancashire (particularly Cronton) Collieries to agricultural labouring opportunities. This was further consolidated by the location to the area of the Ford Motor Company. With the general perception that municipal housing was of a high standard, Speke was deemed a good place to live and to work.

This optimism was shattered in the 1970's with the demise of local industries such as Dunlop and Triumph and once the balance between employment and residence was broken, the location of Speke as a satellite began to operate detrimentally to local residents because communications and linkages to areas of wider opportunity were problematic especially in a community with low car ownership. Therefore Speke's entrenched and protracted high levels of unemployment (which reached 60% in some parts of the area in the 1980's and 1990's) was responsible for causing deprivation across a broad range of indicators such as earnings/poverty, education, skills/qualifications, health, crime and housing.

When Merseyside's economy was identified as requiring European Objective One assistance because of the malaise of the sub-regional economy in 1994, Speke Garston was highlighted as the first priority regeneration area in Liverpool with the warning from Bob Lane, the Director of the Speke Garston Development Company that Regeneration would be a "marathon not a sprint".

In 2004, Liverpool ward boundaries were changed and this placed Speke alongside St Mary's ward (Garston) to form a new Speke Garston ward.

B1.2 Speke-Garston Ward Profile

The most recent Ward Profile statistics from Liverpool City Council is dated 2021 although some statistics originated with the 2011 Census and we now approach the successor Census in 2021.

- Speke Garston is the third most populous Liverpool electoral ward after Central Ward and Riverside Ward with a still increasing trend (19,237 in 2010 rose to 20,930 in 2016 and 21,299 in 2019).

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

- The impact of Covid is evident in life expectancy although slight reductions were experienced from a zenith of 77.42 years in 2018 to 77.32 in 2019 and then 74.81 in 2020. The data contrasts with life expectancy in a more affluent ward such as Church, where the Life Expectancy was 84.86 years in 2020.

- The percentage of children in poverty exceeds the Liverpool average by 7.5% and is still more than double the national average

- The statistics on Children in Low Income Homes has converged with the City of Liverpool figure (23.8% of 16 year olds in the ward are resident in absolute low income households as opposed to 23.70% across Liverpool) but both figures are above 8% in excess of the national average)

- Multiple Deprivation is diminishing in respect of IMD Tables and this ward which on more than one occasion held the dubious position of comprising the most deprived areas in England and Wales, is now tenth most deprived ward in Liverpool.

- Speke Garston has the third highest Universal Credit claimant count in Liverpool. There is a long history of unemployment exceeding city and national levels and the unemployment rate is approximately 3% above the Liverpool rate at January 2021 whilst youth unemployment at the same time was nearly three times the city and national levels. Universal Credit can create a statistical ambiguity between unemployment and employment as it provides a mechanism for flexible working patterns. However of the Universal Credit cohort in Speke Garston, 37.79% were in employment which sits between the Liverpool rate of 35.32% and the national rate of 39.25%. This can be viewed positively although Universal Credit per se is evidence that either through patterns of instability or wage levels, the progression from households out of poverty is likely to be slow and tortuous. Underpinning this, the workforce analysis, illustrates a low proportion (13.3%) of residents employed in professional occupations / managers (in fact the second lowest in Liverpool) whilst reciprocally there is a higher than average representation of elementary occupations (31.5%) the highest in Liverpool for this statistic. This has implications for stability of employment, frequency of agency and "zero hours" contracts, inter-generational poverty of aspiration and actual poverty.

- There is a changing local demographic in Speke Garston with the long-established ethnicity gap halving between Speke Garston and the City of Liverpool average (BME levels increasing from 4.1% to 8.4% between 2001 and 2013). 4% of the ward population did not command English as the First Language. In the main, Eastern European families (Polish, Slovakian and Baltic States) families account for this development but families from West Africa and most recently humanitarian refugee referrals through the local social landlord have introduced Arabic and Farsi speakers into the community. Post-year-end, this was dramatically impacted by the arrival of two hundred Afghan Refugees housed in a local hotel following the mass-evacuation from Kabul.

In conclusion, it is clear that deprivation has been protracted and at one time the Speke estate included the most deprived Lower Super Output Area in England & Wales. The most recent statistics illustrate that 77% of Speke Garston ward falls into the 10% most deprived in the country, 62% of the ward falls into the 5% most deprived nationally and now none of the ward falls into the 1% most deprived in the country reflecting a positive trend consistently attained throughout the past decade.

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

B1.3 Area Regeneration

The scale of local need twenty five years ago was defined as requiring a “marathon not a sprint” and a quarter of a century later the regeneration saga continues. However it is fortunate that there is indeed a saga to continue after ten years of austerity and more recently the impact of Covid-19.

Inward investment levered in between 1996 and 2010 in Speke Garston (and indeed across the wider Liverpool City Region) has resulted in a transformation in terms of image and of economic buoyancy. What was termed The Engine Room of Liverpool with Automotive and Pharmaceuticals clustered in the area now enjoys a greater diversity of sectors represented in the local economy such as Customer Service (Retail, Warehousing, Food, Logistics); ICT (including Contact Centres); Health & Social Care; Leisure & Tourism including developments connected to Liverpool John Lennon Airport. Despite the challenges, the area has not returned to the stark levels of deprivation of the 1980's and early 1990's even though fragility remains as manifest in the disproportionately high proportion of local residents employed in agency jobs or zero hours contracts with little longer-term security.

Therefore although regeneration in Speke Garston has been tangible it is characterised by reductions rather than eradication of gaps with city and national averages .

B1.4 Speke Boulevard Corridor Regeneration

Private sector inward investment on Speke Boulevard as a key corridor in North West economic cohesion, has continued the commercial momentum with the area around STEC and indeed STEC itself remarkably transformed.

Liverpool City Council introduced TJ Morris (Home Bargains) to STEC in 2012 and in September 2013, STEC's Trustees agreed to the sale of one of its two buildings, (the older) Booth House to TJ Morris in order to invest in the main STEC building, Unit House, with the purpose of accomplishing :

- Complete Accessibility
- More efficient and effective environmental and energy performance
- Enhancement of the aesthetics of the building and its environs along Speke Boulevard

This final and overdue enhancement to STEC's main base was accomplished during 2020 – 2021 with significant support of Liverpool City Region Combined Authority 25 years after the Regeneration Programme was launched by Speke Garston Partnership

B.1.5 Single Investment Fund

This paved the way for the most significant improvements on the site in half a century. With the valued support of Liverpool City Region Combined Authority between 2017 and 2021, together with its own contribution, STEC has completed over £1,000,000 in site investment. The project has run for nearly four years and its main great leap forward was achieved in terms of Access for All and better Environmental Sustainability during 2020-21.

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

B1.6 Belle Vale Ward

In 1988, at the same time as STEC sought to diversify provision to offer learning to adults, a number of mergers took place with Community Project Providers. In particular activities took place in partnership with Christ Church in Netherley and St Cyril's in Naylorsfield. Whilst STEC no longer has full-time bases in what is now, Belle Vale Ward, significant activity in community engagement and learning and skills perpetuates through local delivery partnerships.

B1.7 South Liverpool Area-Wide Coverage

The charitable objects of STEC (detailed below) are clear on the need to respond to local people's requirements in times of change and challenge. These objects are sufficiently flexible to ensure STEC can respond to the current local authority and combined authority strategies which define their operational entity of South Liverpool. South Liverpool is characterised by social and economic polarity with some of the greenest and most affluent areas alongside areas of deprivation. Speke Garston and Belle Vale wards reflect the most deprived areas of South Liverpool although there are deprived pockets in more affluent wards of Allerton and Hunts Cross and Cressington with Mossley Hill and Woolton reflecting in general a broader affluence.

STEC has therefore responded to this wider neighbourhood challenge with major delivery of outreach activities in Belle Vale ward and other parts of South Liverpool where gaps have been identified in local learning provision.

This is relevant specifically because in terms of recruitment, most STEC beneficiaries live in wards which fall within the 10% most deprived in England. As a Company Limited by Guarantee with the Registered Office in Speke Garston and as a Registered Charity which celebrates its name, history and relationship with the local community, it is no surprise that a clear majority of beneficiaries during 2020-2021 were residents of Speke Garston followed by Belle Vale Ward. This provides testimony to the close fit and relationship between this charity and the prime communities which it has aimed to serve.

B 2 OBJECTS OF THE CHARITY

The Objects of Speke Training & Education Centre (STEC) are set out in Section 3 of the Memorandum of Association.

The Objects of Speke Training & Education Centre commit the charity:

- To advance education and relieve need (poverty) amongst young and other unemployed persons resident in the defined area, through the provision of training facilities, the promotion of employment opportunities and the development of vocational skills.
- To support any related charitable purpose directed to the benefit of people affected by unemployment, the advancement of learning, relief of poverty and the improvement of the environment.

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

- To assist, through training education and promotion of employment opportunities, the development of beneficiaries as positive members of their communities and good citizens.

- To contribute through training, empowerment and provision of resources to the regeneration of Merseyside in general and Speke Garston in particular.

The Trustees attach due regard and importance to the guidance published by the Charity Commission on Public Benefit and enshrine this guidance at the heart of all strategic planning and operational activities.

However the Goals of the Charity are crystallized into two broad purposes:

Relieve Poverty and Advance Learning.

B.2.1 Relief of Poverty

Trustees aim to challenge poverty both through direct interventions (such as supporting unemployed people into employment or promoting workplace advancement) through hosting advice and guidance on-site for debt relief and benefits advice or through facilitating poverty-relief initiatives such as food banks and The Original Swap Shop. STEC has developed its site as a multi-activity Community Anchor Hub with over twenty diverse mixed-economy partners as tenants, service deliverers and conference customers. Trustees actively want STEC to be a welcoming and safe place where individuals, families, community groups and local businesses can be supported and where local capacity can be built. In doing so, the Social Enterprise model also provides for STEC's own sustainability.

B.2.2 Advancement of Learning – The intent

Trustees have embraced three themes for learning:

- Raising Employability and Compliance
- Promoting Digital Inclusion
- Improving Well-being

Trustees justify their Clarity of Purpose or Intents for STEC's Community Learning Programmes because of the high levels of worklessness, digital deprivation and the need for programmes promoting resilience and mental well-being. Both Belle Vale and Speke Garston Wards suffer geographic isolation because of their peripheral location at the Southern extremities of Liverpool. However between 2020 and 2021 the lockdowns and restrictive tiers also imposed physical isolation upon many residents with particular constraints in place in autumn 2020 and winter 2021.

REVIEW OF ACTIVITIES

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

Section C

Implementation and Impact 2020-21

C1 Relief of Poverty

Trustees recognise that poverty has many manifestations not only defined as relative / absolute but also reflected in health inequalities, poverty of aspiration and factors generally undermining quality of life. During periods of lockdown, simply being there for people and open for business was one of the most significant contributions that any charity could make especially when many organisations were accused of being absent from the lives of those they were established to support.

From lockdown in March 2020, STEC retreated to a three-day week which lasted until the end of April 2020. Thereafter, STEC was open for business providing essential food and anti-poverty services for five rising to six days per week and this prevailed throughout the year 2020-21 so although periodically learning reverted to remote delivery, food and anti-poverty services were delivered directly from STEC.

C1.1 STEC's Social Space

The following charitable and community partners were supported by Trustees to impact the charitable aspiration of Poverty Relief;

i) Liverpool Talking Newspaper

This charity, based at STEC since 2002, was in its fortieth year when lockdown struck and was denied an anniversary celebration in September 2020. The Trustees and Volunteers recognised that many beneficiaries living with visual impairments were suffering isolation already which would be exacerbated if the Talking Newspaper ceased. They took the decision that when safe to operate from STEC, they would resume the delivery of services from STEC. Whilst the format changed, including musical recitals and local history lectures, the impact was extremely positive amongst over two hundred beneficiary listeners. The courage and endeavours of the Liverpool talking Newspaper was recognised on 2nd June 2021 by an announcement in the London Gazette that H M The Queen had conferred the Queens Award for Voluntary Service upon Liverpool Talking Newspaper. This is the highest award which any charity can achieve and has been a source of satisfaction and pride not only to STEC Trustees but also to the wider Speke Community. STEC and another tenant donated the space for the recording studio and administration centre and provided wider capacity-building support.

ii) The Original Swap Shop

This project entered its seventh year in a prolific manner because in August 2020, many charity shops remained closed to the public. Whilst some disruption was inevitable during the higher tiers, the volunteer team returned to STEC to provide a safe and managed service both for the receipt of donations of items including baby items such as cots, cribs, Moses baskets, adult clothing and household items and the distribution of these. At times the frequency of the open days increased by 50% from twice weekly to three times a week. Over 800 individual donations were received with more than a thousand beneficiary collections. STEC provided the outlet space and a number of areas for storage.

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iii) ASC Inclusion CIC

This support organisation for families living with autism through lego therapy was impacted by lockdown. Remote delivery was possible through delivery of lego kits to beneficiary households. However in the main, the CIC gained benefit from STEC's Social Space through the donation of a secure storage room for the expensive lego equipment and a delivery space when Lego Clubs resumed in summer 2021.

iv) The Harris Club

This charity was established in Speke in 1969 to support Disabled Adults in the Community. The impact of the Covid lockdown caused a secondary casualty insofar as Speke Community Centre in Parklands closed completely excluding the various user groups. The Harris Club accessed STEC's Social Space initially for its monthly Monday Committee meetings and then for its socials every Friday evening. This supports constructive recreation and reduces isolation for twenty local residents with disabilities. It is worth acknowledging that had the STEC Trustees not embraced the principle of Access For All (epitomised by the installation of a lift), the accommodation of the Harris Club at STEC with all of its social value contribution to the quality of lives of local residents would never have been possible.

v) Speke Community Centre CIO

The impact of the lockdown and the lock out from Speke's Community Centre necessitated the establishment of a new organisation to support older residents of Speke. In June 2020, STEC supported a group of local residents to establish Speke Community Centre CIO a Foundation Charitable Incorporated Organisation with the purposes of reducing isolation and health inequalities in Speke. STEC provided administrative space and support, a registered office facility, technical support and capacity-building including fund-raising and for a time as required a conference facility for weekly socials and luncheon club. Known as the Speke Commy, this charity was prolific during the higher tiers and lockdowns by providing cooked meals delivered to around fifty isolated older residents.

vi) Attitude Drama Group

With no access to a rehearsal space Attitude Drama Club was in danger of not being able to continue. They accessed STEC's Social Space every Saturday afternoon which made not only rehearsals possible but also performances at Valley Theatre in Belle Vale. This supports over twenty local residents in constructive recreation and confidence building.

vii) Come Alive at 55 – STEC provided a registered office and virtual tenancy

viii) Employability Solutions provided alternative education for children and young persons facing additional significant barriers to labour market success

ix) South Liverpool Youth Hub provided intensive engagement and support for South Liverpool young people emerging from the disruption of Covid lockdowns. The South Liverpool Youth Hub was commissioned to engage 100 young people. In the first year they engaged 110. They were set the target of achieving 30 job outcomes but achieved 52.

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C.1.2 Relationship and Impact between Advancement of Learning and Relief of Poverty

Section C2 describes in detail how STEC's main activities can reduce poverty. There are certain themes, activities and outcomes which will make a direct difference as follows – these transcend all three STEC Learning Themes

- Employment Outcomes
- Qualifications
- Recruitment initiatives (Skills Passports)
- Linkage to Volunteering opportunities
- Progression to higher level courses
- Digital Skills
- Improved Confidence
- Better Employability
- Improved Language (ESOL), maths and English
- Improved attitude to learning and work
- Better capacity for family support
- Being more active within the community

C.1.3 Relief of Digital Deprivation

During the summer and early autumn of 2020, STEC delivered the south Liverpool arm of the LCR Cares Project which constituted part of the Liverpool City Region's response to the 2020 Covid Lockdown with the isolation this brought about. Recognising significant digital deprivation, LCR CA and Community Foundation for Merseyside commissioned VOLA to co-ordinate dissemination of 320 new digital devices across the Liverpool City Region via ten community anchor organisations – STEC being one of these. STEC then married our allocation of 32 devices to a Good Things Foundation Project called Devices Dot Now to distribute twenty more devices in the area which effectively reduced digital poverty and deprivation in fifty-two households in the area. Besides the clear advantages in reducing isolation, the digital support encouraged compliance with regulations by encouraging communications from home, making adult learning possible remotely, advancing the education of the children in these households and improving conduits for family resilience in very difficult times.

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It is important to highlight the critical problems to which this project offered a timely (if localised) response. The United Kingdom in May 2020 was two months into a complete lockdown with the NHS in crisis. In addition to the economic crisis and the number of fatalities at an unprecedented level, attention began to focus upon wider impacts upon mental health caused by both fear of the virus and the pernicious impact of social isolation caused by lockdown especially amongst those who were already vulnerable through infirmity, poverty, shielded workers / furloughed staff and those with underlying health conditions including mental illness. Many frontline support services were fragmented or temporarily in limbo, exposing gaps in how people could receive advice on housing, employment, debt and health. Whilst many educational and advice services switched to remote delivery, this could only reach those who could in digital terms exacerbating the plight of those who could not in digital terms.

Working with the community partners STEC Project Manager Paul Wilson identified the most needy households to benefit from the donation and distribution of new digital devices. The following partners greatly assisted in the identification of need and their support is greatly appreciated:

All Saints, Speke, South Liverpool Homes, Belle Vale Children's Centre, Riverside Housing, Lee Valley Pensioners, Our Lady of the Assumption Parish and School, Five Children's Centre, St Nicholas Academy, MYA Talent Match This involved meticulous set-up and the inclusion of step-by-step support instructions. Thereafter, the new Acatel 3T8 devices were delivered to doorsteps and outdoor coaching/ telephone mentoring followed with pre-paid data part of the offer.

LCR Cares Project Analysis:

- Age :

Adult (26-65) 81%; Senior (66+) 12.5% Youth (16-25) 6.5%

Referral Sources:

Registered Social Landlords 31%; STEC / Onsite Partners 22% ; Children Centres 19%; Schools 13%; Faith Groups 09% ;OAP Groups 06%

Reason for Referral (all that apply):

Digitally Excluded Household 100% ; Low Income 100% ; Social Isolation 88% ; Limiting Health Condition 72% ; Disability 63% ;

Shielding 44%; Learning Disability 19% ; Over 70 years of age 09%

- Destination Households: South Liverpool Homes 53%; Riverside Housing 37% ;Torus (Liverpool Mutual Homes) 06% Private Landlord 04%

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- Feedback from Partners

The main issue addressed was to reduce isolation during lockdown and the consequent promotion of mental well-being and resilience. However other outcomes reported in evaluation were:

- Skill building and re-establishing access to the labour market to support client jobsearch
- Supporting residents with caring duties
- Alleviating Domestic Abuse
- Promoting Learning
- Promoting use of IT
- Alleviating poverty
- Building Stronger Communities in Lockdown
- Facilitating Counselling
- Addressing Disability Access issues

Finally on a continuing basis we have been able to trace how devices are being used (all which apply)

Keeping in touch with family and friends 96%

Stay up to date with news 80%

Supporting family learning 62%

Managing health needs 55%

Access local / national services 52%

GP or Pharmacy interaction 36%

Continue with learning after lockdown 24%

Completing job applications 20%

Manage Universal Credit Claim 16%

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C.1.4 Census Support Project March - May 2021

STEC was successful in November 2020 winning a Digital Inclusion contract from Good Things Foundation as a Census Support Service for South Liverpool and Knowsley. This involved working with Liverpool City Council and the Office for National Statistics to provide technical assistance during the Digital First Census. Between March 2021 and May 2021, STEC offered a seven day per week support service face to face or by telephone. There is a direct link between this project and the relief of poverty for the following reasons:

- Historically, it is an established fact that the most deprived areas have the lowest completion rate for the Census.
- The fact that the Census was expected to be completed on-line created further impediments where residents did not have good literacy or confident digital skills
- Failure to complete is a criminal offence so some vulnerable residents would be made poorer through mandatory fines
- These gaps in data returns would in the main undermine the accurate reflection of need which in turn negates the argument for resources in poorer areas affecting planning for health services, schools, transport etc

STEC took the initiative for this project, to marry our Census Support Project to the Government's Kickstart initiative. This created three new roles for Census Support Advisers. All three of these young people remain in employment (one at STEC).

The Census Support Service demanded time and dedication (being a seven day service). STEC had the largest contract in Liverpool City Region.

However the endeavours were fruitful. In a letter to Stuart Fitzgerald, the Chair of STEC, the Liverpool Officers Stephen Stewart and Gail Harrison stated

We are the Census Engagement Managers representing the City of Liverpool during the Census 2021 campaign and would like to acknowledge all of the hard work of the STEC Team as a Census Support Centre. It is in no small part that due to their efforts, Liverpool has reached the 90% plus mark for Census household completions. This is the first time in history that Liverpool has attained such a high return. We are certain that through the trust STEC has garnered over the years in the community, along with working hand in hand with Gail and I - that the Office for National Statistics will see exciting data relating to South Liverpool and wider areas of the City when Census 2021 results are published next year. On behalf of Census 2021, the Office for National Statistics and our team, thank you to the STEC Team for all the enthusiasm and hard work shown.

It transpired that STEC was the busiest Census Support Centre in north west England and that Speke had achieved two percentage points above Liverpool's historic 90% threshold.

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C.1.5 Community-Supporting Tenants at STEC

The following tenants provided community services which have made impacts upon improving the quality of the lives of local residents and challenging various manifestations of poverty:

- The Orchard Foodbank. This charity opened twice weekly.
- Franchising Works provided free advice, guidance and training on self-employment to local residents
- Love Light CIC provided workshops on Alternative and Holistic Therapies
- Rhubarb CIC provide yoga sessions
- Talent Match is a project managed by Merseyside Youth Association based at STEC for South Liverpool and this provided an Intensive Mentoring Service for young people excluded from the labour market

C.1.6 Community Services Offered from STEC

- Riverside Floating Support Service

Since July 2020, three times a week, specialist advisers have provided free advice on housing, eviction prevention, benefits, debt, fuel poverty and a range of problem-solving services. Whilst delivered by Riverside Housing, this service is funded by Liverpool City Council and is open to all

- Liverpool In Work / Ways To Work

This service focuses upon employability and removal of barriers to progression

- Households Into Work

This Liverpool City Region support provision focussed upon family support for the hardest to help in the community and surgeries were delivered from STEC from August 2020.

- SSAFA

The Armed Forces Charity also commenced support surgeries for veterans

These strands of support in terms of advice and guidance are as important as the other projects because (as with learning) they offer longer-term routes out of poverty rather than the immediate alleviation offered by foodbanks and Swap Shop

C2 The advancement of Learning

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2020-21 presented different challenges to those experienced in the final quarter of the previous financial year. However, these were no less challenging and in many respects were rendered more complex by the constant shifting in acceptability and compliance determining how learning could be delivered – (remotely, directly or in a hybrid method).

The Trustees of STEC formally record their gratitude for the support and encouragement of the following contracting bodies:

- Liverpool City Region Combined Authority
- Liverpool City Council Adult Learning Service
- National Lottery Community Fund
- European Social Fund
- VOLA / Sefton CVS
- Workers Educational Association
- The Good Things Foundation

During a time of considerable uncertainty, the above contractors encouraged STEC to continue to support learners, continue delivery of essential community activities, support diversification to remote models of delivery and provided Comfort and Concern Meetings to check on the health and continued viability of STEC services.

Trustees were determined that STEC should remain available to deliver support in the community throughout the pandemic, so the Trustees wish to extend gratitude to those contractors whose empowering and supportive stance made this possible. Their actions matched their words and in a time of great organisational uncertainty STEC's strategic clarity and operational resolve has been in no small way due to the stabilising and unwavering management stance of the above contracting bodies. We know that as in the previous year, not all public or voluntary sector bodies were as supportive or encouraging so Trustees extend true appreciation in this respect.

C.2.1 Liverpool Adult Learning Service - Community Learning Programmes

The STEC Community Learning offer 2020-21 comprised two spatial projects which delivered STEC's three themes (Employability, Digital Inclusion and Health & Wellbeing). The two projects were:

Community Learning for Speke Garston (Target and Achieved 270 learners)

Community Learning for Belle Vale (Target and Achieved 170 learners)

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TRUSTEES' REPORT

Partnership.

These two projects built upon the successful engagement and delivery of previous years focussing upon the two most deprived wards of the South Liverpool suburbs. Partnership was essential to the STEC model of delivery for engagement and widening participation within the two wards.

STEC Trustees extend gratitude to the following partners who made successful community learning a reality through their support for STEC and active delivery of partnership activities:

Speke Garston Ward Partnerships

- STEC's main partner in Speke Garston has been South Liverpool Homes The Reach in Parklands Library. Collaboration involved i) Hosting all Social Care Programmes ii) Monthly Skills Passport for Speke residents iii) Thursday Digital Surgeries for SLH tenants iv) Donation by STEC within the SIF Programme of Interactive Guidance Equipment ; Five Children And Families Trust ; Garston Children's Centre ;St Aidens and All Saints – The Place To Be ; Noah's Ark, Speke ; Addaction South Liverpool now renamed We Are With You; Franchising Works; Garston Jobcentre ;Stockton Wood CP Primary School and Parents Group; St Ambrose RC Primary School; Middlefield Primary School; Speke Adventure Playground; Gemini Boxing Club; Employability Solutions, Garston; Speke House (Launchpad Veterans Accommodation & Support) ; Abbey Care Domiciliary Services, Speke ;Ranelagh House, Garston; Air Unlimited

Belle Vale Ward Partnerships

Netherley Youth & Community Initiative; Belle Vale Forum; SCCYP / St Cyril's Club ;Belle Vale Children's Centre;Woodlands Community Centre

Our Lady of the Assumption Parish and School; Happy House Day Nursery; ;Gateacre Comprehensive School; ACE; Manwell; St Mark's Parish

St Gregory's RC Primary School; Belle Vale Jobcentre; Lee Valley Millennium Centre; Valley Hub; Lee Valley Pensioners; Joseph Williams Mews (Riverside Housing Association) ; Garden Lodge Care Home ;Company Matters 4 U

Thematic Partnerships

- Tom Harrison House (Veterans) ;The Bridge (Veterans) ;Transforming Choice (Recovery) ; Homebaked CIC ; Kitty's Laundry ; Rotunda College

- Friends of Williamson Tunnels

C.2.2 Community Learning offers – Intent, Implementation and Impact

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TRUSTEES' REPORT

The awarded contract comprised 270 learners for Speke Garston and 170 for Belle Vale which totals 440 learners. The contract award was delayed starting not in early autumn but in mid-November 2020 (when most prospective learners are enrolled or worried about Christmas). However we were able to catch up and having met targets, were indeed approached by Liverpool Adult Learning Service during May 2021 to ascertain whether we could sustain a 10% increase in targets. This increased the targets to 484 and in the event STEC achieved 501 learners.

Distribution

Course Intent Tutor No: %

Skills Passports Employability Team* 231 46%

World In One City Cookery Wellbeing M O'Dwyer 94 19%

Happy New You /Spring Back Wellbeing L Szeto 60 12%

Drive To Work Employability / Digital P.Wilson / A.Gray 46 09%

Social Care Employability E. Agger 40 08%

Build Your Confidence Wellbeing R Dean 16 03%

ICT Digital P Wilson / A Gray 14 03%

The Team* referred to are specialist Sessional Tutors: Stephen Turner (three First Aid options), Liz Agger (Food Safety / Health & Safety) and Mark Ord (Engagement, information advice & guidance and overall co-ordination).

Overall, thematically, Employability accounted for 317 learners which is 63%; Well-being attracted 170 learners - 34% and Digital Inclusion 14 learners which is 3%. However, in the main Digital Inclusion outcomes were delivered under our Building Better Opportunities Programme.

In terms of Impact, the following outcomes were achieved:

Employment (Full-time / Part-Time and Self-Employed) 35%

Volunteering 27%

Further Education 33%

o outcome 05%

2.3 Workers Educational Association (WEA)

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TRUSTEES' REPORT

C.2. 3.1 Prior to the initial lockdown, STEC was awarded status of Outstanding Partner in London's Covent Garden by the Workers' Educational

Association. Having been awarded the North West Regional Outstanding Partner, STEC was then presented with the national award

As a WEA partner, STEC's traditional role has been to accommodate WEA courses and to engage learners for WEA within the communities we serve. Historically, the most popular provision was ESOL and Education & Training Level 3 (PTLLS). The arrangement has in the past been a source of much-valued income through room hire fees. However this source of income and related activity was halted in March 2020 with the initial lockdown and was not resumed until 2022 (post year end).

C2.3.2 Separate to partnership activity, STEC delivered a direct contract with Workers Educational Association (WEA) which was strategically intended as a progression programme for learners on non-accredited opportunities to achieve qualifications. As such delivery of British Computer Society (BCS) Computers and Online Basics Entry 3 Qualifications was prioritised.

However on a protracted basis Engagement remained challenging in the aftermath of the lockdown in March 2020 and the varied tiers and subsequent lockdowns in early 2021, made direct delivery very challenging. Therefore Healthy Cookery zoom workshops were offered with focus upon Well-being as a theme. This became very popular and the tutor, Michelle O'Dwyer, delivered a unique version of Hello Fresh by which each learner received a cookery learning pack with knowledge resources, reflective diaries, utensils and (most importantly) all of the ingredients required for cookery. Thereafter, the courses were delivered remotely on Zoom before the paperwork and utensils were collected. 92% of provision was delivered under Healthy Cookery. Such was the popularity of this option during the 2021 lockdown and restrictions, that STEC slightly exceeded its contracted apportionment.

The Trustees specifically wish to extend their gratitude to the WEA for the initiation of a series of Comfort and Concern Meetings throughout the lockdowns and tiers designed to support survival and sustainability of sub-contractors. Their sense of true partnership is recognised and valued at STEC.

C.2.4 Building Better Opportunities Include -IT Mersey

C.2. 4.1 Intent

Include-IT Mersey was launched in 2017 and renewed with two year funding from The National Lottery and European Social Fund from July 2019 to July 2021 when it was further renewed. The voluntary sector coalition of community anchor organisations share the Intent to reduce digital exclusion in the communities which they serve. The Lead for the project is Sefton CVS but special recognition in terms of initiation, development and continuing cohesion amongst partners must be afforded to the Voluntary Organisations Learning Association (VOLA).

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TRUSTEES' REPORT

C2.4.2 Implementation

The key to this work is effective engagement with hard to reach residents, whether unemployed or economically inactive. There is at the core the ambition to move learners across the employment continuum so that (through small steps) learners not only develop skills in digital learning but also consider active jobseeking or further study. As such in terms of its intent, methods of implementation and targeted impact, it is very closely aligned with STEC charitable ambitions. The delivery was determined by the capacity of venues to safely deliver face to face training but in certain periods of autumn 2020 and during the winter term of 2021, reversion to remote support was necessitated. This was especially challenging for new learners who were only beginning their usage of computers. However supporting and coaching learners remotely was very challenging for tutors and a diversity of approaches was required to overcome learner anxiety about digital learning. A section on remote support is incorporated below in Section C.4.4.

STEC's decision to operate an open building for essential services and to maintain continuity of remote support, reverting to safe face to face delivery as soon as allowed proved invaluable to project continuity because so many partner venues were obliged to remain closed. For some months in spring 2021, STEC was the only venue open and Belle Vale residents were supported by taxi travel until a greater normality was restored later in 2021. The tutorial team's dedication to the learners throughout the lockdown has been recognised by STEC Trustees because Building Better Opportunities sat alongside other successful STEC projects challenging digital exclusion or deprivation such as LCR Cares distribution of new digital devices and the Census Support Centre in 2021.

C.2.4.3 Impact

In terms of Impact since the project's launch in 2017, funding was renewed in 2019 and yet again in 2021. National Lottery graded the project as performing at the highest levels. In terms of STEC's overall performance and impact to date:

157 local residents were supported to better digital skills.

82 of these were unemployed (52.23%): 75 were classed as Economically Inactive (47.77%)

64.33% were aged over 50 years of age whilst 50.94% classified with a limiting health condition, disability or learning disability.

The majority of learners were women (66.88%).

Progression into employment was as follows:

Unemployed learners into Jobs: 20.3% STEC / 17.6% Partnership Average

Economically Inactive learners into Jobs or Jobsearch: 43.5% STEC / 30.9% Partnership Average

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TRUSTEES' REPORT

Building Better Opportunities has with the NLCF / ESF support maintained total continuity and embraced innovative delivery since March 2020 for which full credit needs to be given to the management team at VOLA / Sefton CVS. Such excellence was recognised in the award of a University of Leeds Team of The Year Award 2020

STEC Trustees remain especially grateful to VOLA / Sefton CVS and the funders from National Lottery Community Fund and European Social Fund for the strategic guidance and encouragement for active continuity during the final quarter of 2019-20 (when the first lockdown kicked in) and throughout 2020-2021 when many changes in levels of constraint challenged STEC as a functioning charity.

C2.5 Covid Response Remote Learning

This took many forms. The ICT Team led the vanguard of response as their projects continued throughout the pandemic phase. The following responses were effected:

- Weekly telephone contact
- Logging of all responses to monitor safeguarding of isolated learners
- Identification of additional needs such as foodbank distribution
- Digitalisation of forms and learning resources
- Issue of British Computer Society Work and Assessment Books
- Doorstep Drop Off and Collection of Learner Work for marking
- Distribution of devices and computers for home usage
- Linkage to MP remote support for benefits, housing, debt, health and wider issues to be resolved
- Introduction to Zoom Learning Sessions initially for tutorial staff then learners
- Zoom Delivery
- Diversification of curriculum with Healthy Cookery delivered by Zoom and home delivery of utensils and ingredients

REVIEW OF ACTIVITIES COMMUNITY SUPPORT ACTIVITIES

C3 Social Enterprise for Sustainability

C3.1 STEC's main social enterprise activity is through its premises. STEC has invested in developing its main base as a community anchor hub. However the sustainment of this facility is underpinned by the establishment of a mixed economy of tenants complemented by shorter-term conference customers.

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TRUSTEES' REPORT

STEC Tenants

The Tenant, their Activity and Sector:

Amanda's Day Service - Social Care - CIC

ASC Inclusion - Lego Therapy/ Autism Support for children with autism - CIC

CK Equine - Equestrian Equipment - Micro

Come Alive at 55 - Active Ageing - Charity

Speke Commy (Reg. Off) - Active Ageing - CIO

Employability Solutions - Alternative Education (Construction) - Not for Profit

EPA - Youth Exchanges (Council of Europe) - Charity

Fireside Training - Fire Safety - Micro

Franchising Work - Enterprise Support - Not for Profit Organisation

IPC - Pest Control - SME

Liverpool Street Scene - Highways Maintenance - Not for Profit

Love & Light - Mindfulness - CIC

Maria Eagle MP - Politics - Public Sector

Maestro Music Academy - Music School - SME

Nails by Christine - Nails Studio - Micro

Quantum Global - Renewable Energy - SME

South Liverpool Youth Hub - Youth Engagement / Support - Not for Profit

The Original Swap Shop - Poverty Relief - Project

Talent Match / MYA - Youth Support - Charity

Thermal Mapping & Validation - Pharmaceuticals - Micro

C 3.2 Room Hire

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TRUSTEES' REPORT

STEC also hired conference and training rooms to the following organisations:

- Liverpool City Council
- Innovative Alliance
- Liverpool City Council Children's Services (post year-end)_
- Greater Merseyside Learning Providers Federation (post year-end)
- Advanced Solutions (post year-end)

There was obviously some concern that room hire income might be impacted in the longer-term by the constraints of the Pandemic. Indeed the demand for larger rooms to satisfy Covid spacing constraints entailed STEC for a short time having to hire the larger spaces in Metalboxonians Club as an Annex for STEC's own delivery. Fortunately, from summer 2021 some normality has returned.

C3.3 Payroll Services for Charities and Community Groups

Payroll administration support was provided to the following organisations:

- Riverside Credit Union
- The Minibus Agency
- ARCH
- Speke Children's Environmental Committee (Speke Adventure Playground)
- Nertherley Youth & Community Initiative
- Speke Community Centre CIO (Preparation and Set-up)

C.4 COMMUNITY SUPPORT ACTIVITIES

C4.1 Community Partnerships

During the period August 2020 - July 2021 STEC actively supported partner organisations in community regeneration work. On one level, this involved working at Board Level or Advisory Committee thus providing strategic support and in other contexts working collaboratively on an operational basis.

This support has taken place both in respect of charitable organisations such as Five Children and Families Trust (Sure Start), Voluntary Organisations Learning Association (VOLA) and Netherley Youth & Community Initiative. On other levels, STEC worked with South Liverpool Homes to bring community and other organisations together to implement the South Liverpool Homes Reach facility in Parklands Library.

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TRUSTEES' REPORT

STEC maintained a very special relationship with Workers Educational Association (WEA)

STEC worked closely with Riverside Housing Floating Support Service, Liverpool In Work, Ways To Work and Households Into Work Programme.

Partnerships are valued by STEC as being of primary importance in positioning the STEC resource as a central community facility and promoting a range of outcomes for local people whilst supporting the sustainability of the local third sector within which STEC continued to play an important role. Reciprocally however, given the challenge of engagement targets, the local partnerships provide a mechanism for reaching new learners via community conduits.

C.4.2 Capacity-Building for the South Liverpool Voluntary Sector

STEC supported a group of community activists to establish a Foundation Charitable Incorporated Organisation (CIO) as Speke Community Centre CIO – The Commy and completed a number of funding applications for the new charity pending the appointment of its staffing team. This has now produced a range of community support services for elderly, infirm and isolated residents including:

Healthy Luncheon Club, Social activities (when permitted) with entertainment, Hot Food delivery service, excursions (when allowed), Memory Club activities, General Welfare and a Social Shop. Similar capacity-building has taken place to update the constitution of Speke Adventure Playground whilst support has been provided on governance to a range of non-constituted groups in Speke Garston.

STEC has also provided training initiatives for the local voluntary sector focussing upon:

- Free Compliance Training in Health & Safety, First Aid, Food Safety for community groups
- Fire Safety Assessment and Training
- Bi-Annual Prevent Duty Workshops in partnership with Liverpool City Council Prevent Education Team
- GDPR Compliance Workshops
- Support for local refugees (Syrian groups, Kurdish and Afghan families)
- Accommodation for local campaign groups such as Save Oglet Shore

C5 Investment in STEC Unit House

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

STEC initially piloted some of the proceeds of the sale of Booth House by upgrading an area of Unit House on the basis of enhanced environmental sustainability and accessibility criteria during 2016-17. This prototype upgrade provided both an enlightening insight into what could be achieved throughout the entire building and a sobering realisation of the cost!

The further major enhancement project entitled A Place To Grow / South Liverpool Work and Well-being was made possible by two successful phased applications to the Single Investment Fund (SIF) offered by Liverpool City Region Combined Authority. Whilst this required dedication of major elements of the remaining funding from the Booth House sale, the funding applications levered in £750,000 of Liverpool City Region Combined Authority resource to establish 21st century training facilities and encourage STEC to offer multi-agency learning on a site which is fully accessible with a much more sustainable energy performance.

Ironically, the home of the Speke Garston Partnership which initiated meaningful regeneration in 1995 has proven to be amongst the last piece of local regeneration along the Speke Boulevard corridor.

Preceding this reporting period, the year until July 31st 2020 saw the completion of the significant element of the exterior programme including the completion of a stunning external glass illuminated lift tower, new windows, protective coating of the concrete exterior, cladding of the gable wall and installation of a new energy efficient boiler system and boiler room. The commissioning of the lift took place on October 1st 2020. Whilst this programme was over three years in fulfilment to date, it was seven years from 13th September 2013 when Council of Management embraced the ideal of prioritising Access for All and better Environmental Sustainability with the decision to sell Booth House and embark upon a major fundraising drive to transform our site and create a synergy with neighbouring retail developments. . The lockdown of spring 2020 caused significant anxiety because of the hiatus to the programme when supply chains froze and the workforce locked down for eight weeks. Unexpected flaws and faults in this old building also required immediate remediation. Fortunately work resumed in May 2020 and the external work continued through to completion by September 2020. The Access for All and Environmental Sustainability goals are achieved but the aesthetic improvement should not be under-estimated and what was a functional aspiration to have a lift, has actually provided a new defining feature for the site shining forth over Speke Boulevard.

The enhancement of the building exterior may be pleasing aesthetically and more accessible functionally but it is the facilities within the interior which impact the lives of STEC's beneficiaries. Therefore, commencing autumn of 2020, STEC commenced a major programme of internal upgrades comprising:

Painting walls, New fire doors / locks , New vinyl tile floor covering, New training furniture (tables / chairs), 2 new computer suites plus laptops.

The investment from Liverpool City Region Combined Authority was matched by £150,000 of STEC's own resource which was funded from the sale of Booth House to TJ Morris in 2016. Considered with the limited proto-type upgrade of Unit House Ground Floor in 2017, this constitutes an investment on-site of £1,000,000 over a five year period. Our gratitude is extended to Liverpool City Region Combined Authority for their support. The bold and renovated building is testimony to the dedication of our Funder, staff and board to whom we are truly grateful and above all serves as a legacy to the spirit and determination of our former Chair, Frances Hunt who championed the cause of Access for All for many years and who sadly became a victim of Covid-19 in January 2021.

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

C6 Celebration of Works completed

Two events distinctively marked the completion of the extensive improvement works on the exterior and interior of Unit House.

On October 1st 2021, (exactly one year since the commissioning of the iconic lift installation), STEC's longest-serving tenant, Maria Eagle MP was joined by Lord Mayor Councillor Mary Rasmussen for a Celebration of Better Access for All. This celebration took place outside STEC in a marquee with the focus on the glass lift shaft and the unveiled plaques referenced the attainment of the twin aspirations of the Trustees established in September 2013 as Better Access for All and Improved Environmental Sustainability. The ceremony also launched the development phase for the Frances Hunt Community Memorial Garden and celebrated the vision of STEC's former Chair.

On December 10th 2021, Metro Mayor Steve Rotheram opened the new ICT Suite with focus upon STEC linking with local business in order to generate opportunities for the hardest to help. The plaque cited his manifesto commitment That Noone May Be Left Behind. The Metro Mayor referred to STEC as a Microcosm of what we are trying to achieve in the Liverpool City Region to unleash the potential for the undoubted talents around us”

The Chair of STEC, Stuart Fitzgerald articulated a vision whereby local businesses could develop closer links with STEC in order to enhance their Social Value credentials whilst genuinely supporting the sustainment of STEC as a charity.

PRINCIPAL FUNDING SOURCES

D Principal Funding Sources of STEC and their relationship to the Objectives of the Charity

During the period 2020 - 2021, STEC entered into, or delivered contracts with a number of organisations whose objects were demonstrably congruous with STEC's Mission. Income earned from these contracts was expended as per the Charity's Objects and the Mission Statement. These contracts are detailed below and are connected to the aspect of the Charity's activities as set out in the Mission Statement and Section B above on Objectives and Activities:

D1 Liverpool City Council Adult Learning Service

This programme provides STEC with the means to engage a diverse cohort of local citizens and enables STEC to promote its three themes of learning – Employability, Digital Inclusion and Well-being. In short, this is the major source for STEC to achieve its charitable goal of advancing learning

The Community Learning Programme reflects the City of Liverpool priorities which focus upon employment and employability. However Digital inclusion and Well-being feature too. Through this funded activity, the advancement of education and relief of poverty can be advanced through STEC's endeavours. The 10% increase in the targets between May 2021 and July 2021 and therefore the increased value of this contract was greatly appreciated although the delayed commencement of the contract award in November 2020, caused difficulties in attempting to deliver outputs within a reduced timeframe.

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

D2 Sefton Council for Voluntary Service - STEC actively supports the Voluntary Organisations Learning Association (VOLA) and is participating in the Building Better Opportunities Project Include-IT Mersey because of the boost this can offer the STEC Intent of Promoting Digital Inclusion. This initiative bends organisational priorities to target the older learner who is digitally excluded and may face a multiplicity of barriers to progression. Effectively STEC is the (outer) South Liverpool delivery partner for SCVS in this project which aligns very closely with STEC's objectives of relieving digital poverty through education.

D3 STEC delivers accredited learning through the Workers' Educational Association. This offers learners meaningful progression opportunities. The majority of this work was achieved through a community learning non-accredited option which was so popular during lockdown that STEC actually exceeded its contracted apportionment.

D4 Good Things Foundation continued to support STEC during 2020-21. The Devices Dot Now Project synergised with LCR Cares to distribute 52 new digital devices in 2020. Most significantly, Good Things Foundation working with the Office for National Statistics awarded STEC the largest contract for the Census Support Service between March and May 2021.

Liverpool City Region Combined Authority provided SIF Funding for STEC up until March 2021 and provided LCR Cares Funding via Community Foundation for Merseyside.

All funded activities including social enterprise income generated from premises, were aligned to the charitable goals of Speke Training & Education Centre.

FINANCIAL REVIEW

D5 Financial Position of STEC: August 2020 - July 2021

In the year ended 31 July 2021, total incoming resources available for charitable application were £466,492 (£928,073 in 2020) which included £99,582 (£650,419 in 2020) from Liverpool City Region Combined Authority which was invested in the building project in fixed asset additions in the year. Total outgoing resources were £379,110 (£286,450, in 2020).

The charity generated a surplus of £6 (£270 in 2020) on the unrestricted fund. The movement on the restricted fund was a surplus of £87,377 which is invested in fixed assets.

The reserves at 31 July 2021 are £574,059 (£574,053 2020) unrestricted and £910,187 (£822,810 2020) restricted.

FUTURE PLANS

E- A New Chapter.

E1 From May 2021 until May 2022, STEC has been designated one of the three Lord Mayor of Liverpool's Charities. Besides being a great honour, this is a recognition by the Lord Mayor, Councillor Mary Rasmussen as an elected member for Speke Garston ward, of the diverse educational, social and charitable endeavours and achievements which STEC has generated for nearly four decades. This recognition will provide the confidence and an endorsement to Trustees as STEC approaches its fortieth anniversary year.

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

E2 The next major project for STEC is the creation of the Frances Hunt Memorial Garden. This will upgrade the yard area to the rear of Unit House to establish a zoned sensory garden for the promotion of facilities for reflection, peace and well-being. Uniquely we are establishing a Memorial Wall which will commemorate the charitable legacies of workers in the charity sector in the area. This will offer volunteering opportunities

E3 STEC now is a transformed charity asset with modern training facilities. However Trustees are mindful that further improvements will be needed at some point in the short to medium term to address the essential improvements which could not be afforded during the past five years

Along with the transformation of the charity is the transformation of the Council of Management which took place within six months between December 2020 and July 2021. As Section A illustrates no fewer than six new trustees have joined the Council of Management bringing various strands of expertise consistent with STEC's goals of Advancing Learning and Relieving Poverty. The commonality across all aspirations and activities is the need for sustainability of STEC.

E4 Accordingly, STEC 's Trustees are prioritising income growth as the main development target for STEC. A Strategy for Growth will be drafted and ratified which will be driven by the need to sustain the charity to deliver future outputs and outcomes justifying the investment made by Liverpool City Region Combined Authority and of course by STEC itself. This will have two elements

The Business Growth Plan will focus upon

- Diversification of STEC's curriculum and offer
- Increase in new vocational training opportunities possibly through the vehicle of a more commercially focussed Community Interest Company
- Maximisation of the use and value of the regenerated buildings (ICT Testing Suites and tenancy)
- Further development of the outreach learning offer to maintain our community reach and widen inclusive participation

Sitting alongside the Business Growth Plan, we will draft a STEC Community Anchor Plan which would incorporate the initiation and nurturing of new partnerships, links and relationships with local businesses to support their fulfilment of Corporate Social Value whilst contributing to the sustainment of STEC and the Communities which we currently serve.

SHARE CAPITAL

The company is limited by guarantee and as such does not have a share capital.

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

FIXED ASSETS

Details of the movements in fixed assets are shown in the notes to the accounts.

POLITICAL CONTRIBUTIONS AND CHARITABLE DONATIONS

No political or charitable donations were made during this year.

TRUSTEES AND DIRECTORS

The names of the trustees/directors who held office during the year are shown on page 2. No remuneration was paid to any director for their services as a director.

In accordance with the memorandum and articles of association the following directors retire by rotation and being eligible offer themselves for re-election:

- W Johnstone
- D Hunt
- Father E Cain

Additionally since the last AGM and to the point of approval of the accounts, no new directors/trustees have been appointed to require re election at the forthcoming AGM in accordance with the constitution.

RESERVES POLICY

The Board plan for activities to make a positive contribution to overheads. The Board aims to establish and maintain its level of reserves in order to guard against contingencies, provide for future maintenance and replacement of assets and resources and to establish a self-sustaining organisation able to manage through any change in training programmes. It was agreed that with transitions in the contractual environment, working capital would be required from these reserves and the Charity has designated £65,000 for development and transitions in short term business plans. The current level of unrestricted funds of £574,059 comprises £65,000 designated funds £198,443 general free reserves (funds not tied up in fixed assets or designated funds) and £310,616 general unrestricted funds tied up in fixed assets. THe level of Free reserves is reviewed and evaluated annually, to ensure its currency and relevance to the needs of the Charity. The free reserves are required for financial stability during future capital development and future capital development will involve investment from reserves.

DAY TO DAY RISK ASSESSMENT

The Board confirm that the day-to-day controls are designed to mitigate the identified risks faced by the charity

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors / trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors 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 charity and of the net incoming or outgoing resources of the charity for that period.

In preparing the financial statements, the trustees are required to:-

- Select suitable accounting policies, and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- Observe the methods and principles of the charities SORP

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

CONTRACTS

There were no contracts of significance in which a director/trustee is or was materially interested either during or at the end of the financial year

INDEPENDENT EXAMINER

A resolution will be proposed at the Annual General Meeting to re-appoint Julie Guinan of Harvey Guinan as Independent Examiner for the ensuing year.

Speke Training and Education Centre Limited

FOR THE YEAR ENDED 31/07/2021

TRUSTEES' REPORT

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 25/05/2022



S St. V. Fitzgerald
Trustee

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2021

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SPEKE TRAINING AND EDUCATION CENTRE LIMITED

I report on the accounts of the company for the year ended 31/07/2021 .

RESPONSIBILITIES AND BASIS OF REPORT

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

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

INDEPENDENT EXAMINERS STATEMENT

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

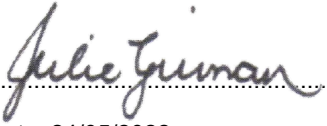
I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2021



..... Julie Guinan FCCA Independent Examiner

Date: 24/05/2022

Harvey Guinan LLP
Chartered Certified Accountants
310/311 Vanilla Factory
39 Fleet Street
Liverpool
Merseyside
L1 4AR
01517097797

Speke Training and Education Centre Limited

**Statement of Financial Activities
for the year ended 31/07/2021**

	Unrestricted funds	Restricted funds	2021 Total	2020 Total
	£	£	£	£
Income				
Income from generated funds				
Income from Investments	4	-	4	8
Income from charitable activities	290,300	176,188	466,488	928,065
Total Income and endowments	290,304	176,188	466,492	928,073
Expenses				
Costs of generating funds				
Expenditure on Charitable activities	290,298	88,811	379,109	286,450
Total Expenses	290,298	88,811	379,109	286,450
Net gains on investments				
Net Income	6	87,377	87,383	641,623
Gains/(losses) on revaluation of fixed assets				
Net movement in funds:				
Net income for the year	6	87,377	87,383	641,623
Total funds brought forward	574,053	822,810	1,396,863	755,240
Net funds carried forward	574,059	910,187	1,484,246	1,396,863

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

Speke Training and Education Centre Limited

BALANCE SHEET AT 31/07/2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	4	1,220,500	1,084,190
Investments	5	303	175
		<u>1,220,803</u>	<u>1,084,365</u>
CURRENT ASSETS			
Debtors (amounts falling due within one year)	6	38,442	84,158
Cash at bank and in hand		<u>357,148</u>	<u>376,115</u>
		395,590	460,273
CREDITORS: Amounts falling due within one year	7	<u>132,147</u>	<u>147,775</u>
NET CURRENT ASSETS		<u>263,443</u>	<u>312,498</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,484,246</u>	<u>1,396,863</u>
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	9	509,059	509,053
Designated funds		65,000	65,000
Restricted funds	10	<u>910,187</u>	<u>822,810</u>
		<u>1,484,246</u>	<u>1,396,863</u>

For the year ending 31/07/2021 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Approved by the board of trustees on 25/05/2022 and signed on their behalf by



 S St. V. Fitzgerald
 Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/07/2021**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from donations and grants including capital grants is included in incoming resources when these are receivable except as follows: When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income the income is deferred and not included in incoming resources until the preconditions for use have been met. When donors specify that donations and grants including capital grants are for particular restricted purposes which do not amount to preconditions regarding entitlement this income is included in incoming resources of restricted funds when receivable.

Voluntary income includes discretionary grants for projects, goods and services where no service agreement or contract exists. Income from donated services and facilities is included in incoming resources at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party. Interest is included when receivable by the charity.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Governance costs These represent costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds-these are unrestricted funds of the charity which have been set aside to fund a particular purpose of the Charity.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Land And Buildings	straight line 2%
Equipment	reducing balance 15-25%

1g. Pension Costs

The company operates a defined contribution pension scheme. The pension charge represents the amounts payable by the company to the fund in respect of the year.

1h. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

1i. Government Grants

Government grants are recognised in profit and loss in the year in which they are received.

1j. Investments

Fixed asset investments are shown at cost less amounts written off.

Provisions are made for permanent fluctuations in value.

1k. Leasing Commitments

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired under finance leases are depreciated over the shorter of the lease term and their useful lives. Assets acquired under hire purchase contracts are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to profit and loss account on a straight line basis.

1l. Preparation Of The Accounts On A Going Concern Basis

At the time of preparing accounts the trustees have reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees therefore continue to operate the going concern basis of accounting in the preparation of accounts. The Trustees confirm that they have considered a period of more than 12 months from the date when the accounts are signed in assessing the going concern and business plans indicate sufficient resources are available to continue trading.

The Charity and the community it serves has been significantly effected by COVID 19. The safety of staff tenants and all those who use the Charity premises and resources is of paramount importance. The Charity has used the Government Coronavirus Job retention scheme to furlough some workers and maintained a small staff team that operated the service throughout the pandemic delivering essential support to the community whilst operating COVID safe procedures and practices. The Trustees have considered the impact of COVID 19 on the Charity and they consider that business plans and projections indicate there will be sufficient resources to continue trading in the foreseeable future and therefore they continue to adopt the going concern basis of accounting.

1m. Policy For Debtors

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

1n. Policy For Cash At Bank And In Hand

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

1o. Policy For Creditors And Provisions

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

1p. Policy For Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Speke Training and Education Centre Limited

2. DIRECTORS AND EMPLOYEES

Particulars of employees (including directors) are shown below:

Employee costs during the year amounted to:	2021	<i>2020</i>
	£	£
Wages and salaries	160,192	<i>147,644</i>
Social security costs	5,678	<i>6,552</i>
Pension costs	8,112	<i>7,958</i>
	<u>173,982</u>	<u><i>162,154</i></u>

No trustee had any material interest in any contract during the year. No trustee is paid for their services as a trustee.

3. PENSION CONTRIBUTIONS

	2021	<i>2020</i>
	£	£
Pension contributions	<u>8,112</u>	<u><i>7,958</i></u>
	<u>8,112</u>	<u><i>7,958</i></u>

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost represents contributions payable by the company to the fund and amounted to £8,112 (2020: £7,958). The amount owing to the pension company at 31 July 2021 was £2,472 (2020: £1,125).

Speke Training and Education Centre Limited

4. TANGIBLE FIXED ASSETS

	Land And Buildings £	Equipment £	Total £
Cost			
At 01/08/2020	1,333,184	350,149	1,683,333
Additions	127,136	43,448	170,584
At 31/07/2021	<u>1,460,320</u>	<u>393,597</u>	<u>1,853,917</u>
Depreciation			
At 01/08/2020	321,007	278,136	599,143
For the year	21,481	12,793	34,274
At 31/07/2021	<u>342,488</u>	<u>290,929</u>	<u>633,417</u>
Net Book Amounts			
At 31/07/2021	<u>1,117,832</u>	<u>102,668</u>	<u>1,220,500</u>
At 31/07/2020	<u>1,012,177</u>	<u>72,013</u>	<u>1,084,190</u>

Included in land and buildings is the building known as Unit House which has been occupied by the charity and has been subject to conversion and improvement as shown in these accounts. All properties are subject to restrictive covenants imposed by the original donor. All assets are used for charitable purposes. The charity had a lease for the term of 999 years from 31 March 2003 for the land and buildings including Unit House and Booth House (now disposed of) from Speke- Garston Developments Limited. The freehold for the land was originally held by North West Development Agency, then the assets transferred to the Homes and Communities Agency and subsequently to Liverpool City Council. The trustees in 2016 have disposed of Booth House and as part of the disposal agreement Liverpool City Council awarded STEC the freehold of Unit House on 30 October 2015 replacing the 999 year lease instigated in 2003.

5. FINANCIAL ASSETS

	Shares in group companies and participating interests £	Listed Investments £	Total £
Cost			
At 01/08/2020	2	173	175
Additions	-	128	128
At 31/07/2021	<u>2</u>	<u>301</u>	<u>303</u>
Amortisation			
Net Book Amounts			
At 31/07/2021	<u>2</u>	<u>301</u>	<u>303</u>
At 31/07/2020	<u>2</u>	<u>173</u>	<u>175</u>

Speke Training and Education Centre Limited

6. DEBTORS

	2021	<i>2020</i>
	£	£
Amounts falling due within one year:		
Trade debtors	35,775	23,476
Other debtors	<u>2,667</u>	<u>60,682</u>
	<u><u>38,442</u></u>	<u><u>84,158</u></u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021	<i>2020</i>
	£	£
Trade creditors	39,071	46,992
Other creditors	<u>93,076</u>	<u>100,783</u>
	<u><u>132,147</u></u>	<u><u>147,775</u></u>

There is a standard mortgage debenture held in the name of the Charity incorporating a fixed and floating charge over the assets of the Charity dated 21.3.96 by the Co-operative Bank.

8. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/07/2021 there were 6 members.

Speke Training and Education Centre Limited

9. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	509,053	290,304	(290,298)	-	509,059
Designated Development Fund	65,000	-	-	-	65,000
	<u>574,053</u>	<u>290,304</u>	<u>(290,298)</u>	<u>-</u>	<u>574,059</u>

Designated Development Fund

For Development and transitions in the short term business plans and including contingent liabilities.

10. RESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
Restricted Fixed Asset Fund	822,810	99,582	(17,205)	-	905,187
BBO Income	-	56,075	(56,075)	-	-
Kickstart	-	15,531	(15,531)	-	-
Restricted Fixtures and Fittings Grant	-	5,000	-	-	5,000
	<u>822,810</u>	<u>176,188</u>	<u>(88,811)</u>	<u>-</u>	<u>910,187</u>

Restricted Fixed Asset Fund

The incoming capital resources this year are from the Liverpool City Regional Combined Authority Special Investment Fund Liverpool South Work and Wellbeing

LCR Cares

Funds for provision of devices for people in the community who are isolated or digitally excluded

BBO Income

Joint Initiative ESF & Lottery

ILM

Intermediate Labour Market Wage Support

Kickstart

Grant funds for 6 month jobs for young people

Restricted Fixtures and Fittings Grant

Veteran Grant for Capital funds for flooring

Speke Training and Education Centre Limited

11. TAXATION STATUS

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. Recovery is made if appropriate of tax deducted from income and from receipts under Gift Aid. The charity is not registered for Value Added Tax.

12. GENERAL INFORMATION

Speke Training & Education Centre Limited, a charitable company limited by guarantee, is incorporated and domiciled in England and Wales, and has its registered office and principal place of business at Unit House, Speke Boulevard, Liverpool, L24 9HZ.

The principal activity of the charity is the provision of education, training and regeneration.

13. NET ASSETS BY FUND

	Tangible Fixed Assets and Investment	Net Current Assets	Total
Restricted funds	910,187	-	910,187
Unrestricted Funds	310,616	263,443	574,059
	<u>1,220,803</u>	<u>263,443</u>	<u>1,484,246</u>

14. NUMBER OF EMPLOYEES

The average monthly number of employees was:

	2021	2020
Chief Executive	1	1
Departmental Managers	2	2
Tutorial Staff/Project Co-ordinators/Assistants	7	3
Administration/Site Services	2	2.5
Part-time Site Services	-	1
	<u>12</u>	<u>9.5</u>

Speke Training and Education Centre Limited

15. RESOURCES EXPENDED

	2021	2020
Cost of operating the Training and Education Centre		
Tutorial Staff Costs	76,172	86,220
Beneficiary and Volunteer Costs	1,467	477
Adult and Community Learning Costs	52,625	30,234
Central Services and Finance Staff Costs ILM, Kickstart staff and Employers Pension and National Insurance	97,810	68,466
Direct Training Costs	2,659	8,755
Building Staff	-	11,389
Other Costs - Administration; Premises; Depreciation and Maintenance Accounting	142,595	78,909
	2,264	
	-----	-----
	375,592	284,450
Governance Costs	-----	-----
Independent Examination Fee and other direct cost	3,517	2,000
	-----	-----
	379,109	286,450
	=====	=====

Speke Training and Education Centre Limited

16. INCOMING RESOURCES

	2020	2020
Restricted		
BBO Income Joint Initiative ESF & Lottery Grants	56,075	48,655
LCRCA SIF South Liverpool Work and Wellbeing	99,582	650,419
LCRCA Cares Devices for isolated communities		5,000
Kickstart, ILM (2020) and Training Equipment Grants	20,531	3,504
	-----	-----
	176,188	707,578
	=====	=====
Unrestricted		
Training Sales and Services	4,228	3,924
Adult and Community Learning	137,940	125,423
Tenancy Sales and Services	79,291	51,265
UK Online Grant	15,702	4,008
Small Grants	540	500
WEA for training	18,886	15,944
CJRS Grant	33,713	19,423
Dividends	4	8
	-----	-----
	-	-
	290,304	220,495
	=====	=====
	466,492	928,073

SPEKE TRAINING AND EDUCATION CENTRE LIMITED

England & Wales - Charity number 516400

Accounts

Registered number: 1702793

Charity number: 516400

Speke Training and Education Centre Limited

Independently Examined Accounts

FOR THE YEAR ENDED 31/07/2020

Prepared By:

Harvey Guinan LLP
Chartered Certified Accountants
310/311 Vanilla Factory
39 Fleet Street
Liverpool
Merseyside
L1 4AR

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2020**

TRUSTEES

D Hunt
F Hunt (deceased)
W Johnstone
Rev. Dr. K.R. Miller (resigned 30.09.19)
W Miller (resigned 03.11.20)
S St. V. Fitzgerald (Chair)
Rev. P Saltmarsh (appointed 01.12.20)
Rev. G Morgan (appointed 01.12.20)
C Lee (appointed 05.02.21)

SECRETARY

D Hunt

REGISTERED OFFICE

Unit House
Speke Boulevard
Liverpool
L24 9HZ

COMPANY NUMBER

1702793

CHARITY NUMBER

516400

BANKERS

Lloyds Bank plc, Co-operative Bank plc

INDEPENDENT EXAMINER: Julie Guinan FCCA

Harvey Guinan LLP
Chartered Certified Accountants
310/311 Vanilla Factory
39 Fleet Street

**FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31/07/2020**

Liverpool
Merseyside
L1 4AR

**ACCOUNTS
FOR THE YEAR ENDED 31/07/2020**

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FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

The trustees present their report and accounts for the year ended 31/07/2020

The trustees intend that this annual report also serves as the Statutory Directors' Report.

PRINCIPAL ACTIVITIES

The principal activities of the charity in the year under review were the advancement of learning and the relief of poverty.

STRUCTURE GOVERNANCE AND MANAGEMENT

A1 Status and Governance

Speke Training & Education Centre (STEC) is a Registered Charity (516400) and is constituted as a Company Limited by Guarantee (Company No. 1702793). The Council of Management of STEC is comprised of the Trustees of the Registered Charity who also serve as the Directors of the Company Limited by Guarantee. Within this report, the term Trustee also constitutes the term Director and vice versa. Similarly, the terms "Company" and "Charity" are treated as one and the same.

The Council of Management holds the primary responsibility for deciding organisational strategy, the adoption of policies and the employment of staff who may deliver and support activities consistent with the objects of the Charity (as set out in Section B). From time to time, the Council of Management recruits new Trustees and the criteria to determine such appointments are based upon the qualities and merits of the applicant in respect of potential or capacity to support the Charity's strategic development or operational continuous improvement.

Collectively, therefore, the Council of Management of Speke Training & Education Centre consists of Trustees / Directors with particular knowledge of:

- The local communities served by STEC - primarily the Speke Garston and Belle Vale wards within South Liverpool - with focus upon evolving demographics
- The Area, its Regeneration and Community Sustainability
- Training and Education
- The Community, Voluntary & Faith Sector
- Social Enterprise

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

- Anti-Poverty Initiatives
- Local Economy
- Small Business Support

Trustees have formally declared their eligibility to serve Speke Training & Education Centre both as Directors under the terms of the Companies Act 2006 and as Trustees under the eligibility criteria of the Charity Commission for England & Wales as set out in the Charities Act 2011.

Section B (Objectives and Activities) of this report sets out the charitable objects of STEC in pursuit of which, the Council of Management is empowered to:

- Enter into contracts with National or Local Government Departments / Agencies, Colleges of Further Education, Local Regeneration Partnerships and other facilitative bodies.
- Apply to Trusts and other charitable grant-making bodies for support in delivering programmes of community learning and employability.
- Appoint qualified and competent staff in order to deliver programmes effectively and with quality as determined by the company's policy and practice in employment.
- Deliver a robust programme of continuing professional development in order that employees of the Charity may remain current and skilled whilst pursuing the furtherance of the Charity's objects and at the same time benefit as employees and citizens from the work of the Charity.
- Support the local communities in which the Charity practises through community development and facilitation services, education and employment interventions and environmental improvement projects.
- Promote the wider community, voluntary and faith sector through networking and partnership.
- Contribute to local business growth through the provision of workforce development programmes, managed office space, conference/meeting facilities, ICT support services, business administration, payroll services and employment linkage to assist recruitment.
- Promote the ideals and aspirations of sustainable and inclusive social and economic regeneration.
- Approve, publish, and review policies which comply with legislative and quality requirements and recommendations.

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

STEC has striven to realise the above charitable aspirations during the financial year August 2019 to July 2020 by delivering:

- Community Engagement and Support Projects
- Learning & Skills Programmes
- Business Support Services.

Boulevard Business Services Ltd

STEC's subsidiary company, Boulevard Business Services, remained dormant from a trading perspective. STEC owns the entire share capital comprising two £1 ordinary shares. Wilfred Johnstone, a Director / Trustee of STEC is a co-director of BBS Ltd.

A2 Structure of Speke Training & Education Centre

STEC retained a structure with two departments to focus upon the delivery of Community Learning activities and Property Services Administration which for STEC incorporates the wider Tenancy and Community Anchor activities supported and fulfilled at the Unit House premises

Community Learning broadly divides into three curriculum themes of Employability, Digital Inclusion, and Health & Wellbeing.

In support of the above, STEC employed two full time tutors (one with managerial responsibility) delivering ICT / Digital Inclusion programmes and one full time tutor with managerial responsibility delivering Social Care and Employability Programmes (Skills Passports). Around this core, a cohort of sessional specialist tutors is employed because the curriculum needs review and regular update to remain flexible and responsive to the needs of the local community and employers.

The second major STEC department - Property and Services Administration (PSA) - managed the STEC premises as a community anchor building. This function supports an on-site mixed economy with the majority of the tenants also being charities or not for profit organisations. The PSA Department has reflected the important social enterprise contribution made by income generated from premises to the aspiration of organisational sustainability. In addition to Premises Management, the Property & Services Administration Department has provided Payroll Services to charities and small-to-medium enterprises. However, the rich diversity of community organisations on-site also means that this activity produces a host of social outcomes relieving poverty and improving quality of life for members of local communities which STEC serves (Food bank, Liverpool Talking Newspaper, The Original Swap Shop, lego therapy for children with autism etc)

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

A3 Management

STEC's organisational structure comprised the Chief Executive, Mark Ord, with overall responsibility for strategy and day to day management of the centre. The Chief Executive was supported by the departmental structure outlined above

The Council of Management met on the basis of a minimum eight-week cycle with meetings scheduled more frequently if required. Council Meetings were furnished with comprehensive Chief Executive's and Finance Reports. However, each Chief Executive's Report cross-referenced to more detailed Appendices. This approach has furnished Trustees with both an explanatory synopsis of activities / performance together with more specific detail facilitating "deep-dive" scrutiny wherever Trustees deem appropriate.

BUSINESS PLANNING AND RISK ASSESSMENT

A4 Risk Assessment

During the last decade, no fewer than four Lord Mayors of Liverpool have visited STEC to acknowledge differing aspects of the work of the charity. Now in its 38th year since incorporation, STEC is well-established in South Liverpool and enjoys a good reputation amongst members of the community, with community partners, with local elected members and with funders. Whilst continuity and sustainment are a cause to celebrate, Trustees nonetheless harbour vigilance about the precarious situations which small to medium Third Sector organisations can encounter at any time. Trustees are mindful that regardless of a charity's success in effectively responding to demonstrable local social need, there are no guarantees of contractual stability or continuance in the medium to longer-term. Therefore, the past decade has witnessed the aftermath of the financial crash, years of fiscal austerity and most recently the Coronavirus Pandemic all of which could prove pernicious to organisations.

As long ago as 2005, STEC Trustees actively embraced reduction of grant dependence as a guiding principle and invested in the twin track approach of public sector contract delivery and self-generation of income through social enterprise activities largely based around increasing both financial contribution and social outcomes from the premises. This strategy is founded upon prudent business sense and based upon STEC's asset base is positively geared to longer-term sustainability but is not without risk - the decade of Austerity and most recently the impact of COVID-19 has highlighted the reality that public sector contracting, social enterprise activities, (and indeed all activities requiring a premises to deliver from) have been impacted by constraints outside of STEC's control, which can undermine endeavours to achieve stability and longer-term sustainment. Trustees have been obliged therefore to continue to risk assess all activities, sources of income and contracts. In addition, because of the significance and range of public sector funding reductions and / or service reviews ushering in many structural changes both in terms of contracting organisations and key personnel, the Trustees have felt it essential to be frequently briefed and have accordingly been furnished with details of national strategy changes and local authority developments as the initial section in each Chief Executive's Report. This provides context both for strategic planning and early response to operational change where required. Strategic decisions of importance have been required of Trustees determining the most effective way to deliver the Mission of the Charity in such difficult circumstances. The Council of Management has continued to adopt prudent business strategies so that adequate controls could be affected for risk reduction and Trustees have effectively sought a balance between consolidation / retrenchment and seeking to avoid the further contraction of the critical mass.

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

Trustees have sought to ensure that the founding principles and Charitable Objects remain at the heart of all activities whilst constantly seeking new opportunities and innovative approaches for delivery, growth, and longer-term sustainability.

A5 Contracts

Trustees sign a Declaration of Interest at the commencement of each Council of Management Meeting. There were no contracts in which any Trustee/Director is or was materially interested either during or at the conclusion of the financial period 2019-20. In addition, in accordance with the Memorandum and Articles of Association, there was no Trustee Remuneration during the period covered by this report.

In the preparation of this report, Trustees / Directors have taken advantage of the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Section B – Our Intent (Objectives & Activities)

Speke Training & Education Centre aims to advance learning and relieve poverty. Whilst these are broad thematic aspirations, there is a fundamental spatial principle which governs the Charity's Purpose – in other words STEC is unequivocally a charity of place. Therefore, the goals of this charity and the activities employed to fulfil those goals cannot be segregated from the area which the charity serves. Speke Training and Education Centre's Objects and Mission were initiated in 1980 by residents of Speke who sought a response to the acute levels of unemployment experienced by the local communities at that time with particular concern over the lack of opportunity for young people. Section B of this Trustees' Report requires an overview of the activities which the charity has sought to undertake during the financial year 2019-2020. The Trustees seek to ensure that STEC remains active within the communities served in order to ascertain changing or new local needs and to steer STEC to respond effectively to the needs not only of local individuals but also local community groups, charities and indeed small businesses. During the year 2019-20, the communities served by STEC were afflicted as never before (probably since World War 2) by the sudden impact of Covid-19. The Trustees were determined that in an hour of dire need, STEC should remain steadfast in its charitable service.

In order to provide meaningful context to Section B and thus demonstrate value and impact of STEC's operations as set out in Section C, the Trustees have in recent years incorporated within the report a short history and description of the area in which the charity operates as it is both relevant and important to consider the socio-economic profile of Speke, thus providing important context to this report.

B1.1 The Communities we Serve

The establishment of the satellite township of Speke and the massive growth of population from under 400 in 1931 to 25,000 in 1961 took place within a planning context which balanced housing with employment and educational opportunity. The industrial belt adjacent to the Speke estate was called the "engine room of Merseyside" and incorporated representation from the automotive and pharmaceutical sectors.

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TRUSTEES' REPORT

Location on the urban periphery provided further diverse employment opportunities ranging from Garston Docks, to South Lancashire (particularly Cronton) Collieries to agricultural labouring opportunities. This was further consolidated by the location to the area of the Ford Motor Company. With the general perception that municipal housing was of a high standard, Speke was deemed a good place to live and to work.

This optimism was shattered in the 1970's with the demise of local industries such as Dunlop and Triumph and once the balance between employment and residence was broken, the location of Speke as a satellite began to operate detrimentally to local residents because communications and linkages to areas of wider opportunity were problematic especially in a community with low car ownership. Therefore Speke's entrenched and protracted high levels of unemployment (which reached 60% in some parts of the area in the 1980's and 1990's) was responsible for causing deprivation across a broad range of indicators such as earnings/poverty, education, skills/qualifications, health, crime and housing.

When Merseyside's economy was identified as requiring European Objective One assistance because of the malaise of the sub-regional economy in 1994, Speke Garston was highlighted as the first priority regeneration area in Liverpool with the warning from Bob Lane, the Director of the Speke Garston Development Company that Regeneration would be a "marathon not a sprint".

In 2004, Liverpool ward boundaries were changed and this placed Speke alongside St Mary's ward (Garston) to form a new Speke Garston ward.

B1.2 Speke-Garston Ward Profile

The most recent Ward Profile statistics from Liverpool City Council is dated 2018 although some statistics originated with the 2011 Census and we now approach the successor Census in 2021. :

- Speke Garston is the third most populous Liverpool electoral ward after Central Ward and Riverside Ward with a still increasing trend (19,237 in 2010 rose to 20,930 in 2016).
- The percentage of children in poverty exceeds the Liverpool average by 7.5% and is still more than double the national average
- 26.2% of Speke Garston households are single parent households as opposed to 17.2% across the City of Liverpool.
- Unemployment levels in Speke Garston have consistently exceeded the Liverpool City levels and more than doubled the national levels. During the year up to March 2018, Speke Garston recorded the third highest claimant count behind Kensington / Fairfield and Tuebrook / Stonecroft

FOR THE YEAR ENDED 31/07/2020

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The workforce analysis, illustrates a low proportion (13.3%) of residents employed in professional occupations / managers (in fact the second lowest in Liverpool) whilst reciprocally there is a higher than average representation of elementary occupations (31.5%) the highest in Liverpool for this statistic. This has implications for stability of employment, frequency of agency and “zero hours” contracts, inter-generational poverty of aspiration and actual poverty.

- Income analysis illustrates that the average household income in the ward was £19,913 whereas in Liverpool this was £27,287 a 27% deficit.

- There is a changing local demographic in Speke Garston with the long-established ethnicity gap halving between Speke Garston and the City of Liverpool average (BME levels increasing from 4.1% to 8.4% between 2001 and 2013). 4% of the ward population did not command English as the First Language. In the main, Eastern European families (Polish, Slovakian and Baltic States) families account for this development but families from West Africa and most recently humanitarian refugee referrals through the local social landlord have introduced Arabic and Farsi speakers into the community.

In conclusion, it is clear that deprivation has been protracted and at one time the Speke estate included the most deprived Lower Super Output Area in England & Wales. The most recent statistics illustrate that 77% of Speke Garston ward falls into the 10% most deprived in the country, 62% of the ward falls into the 5% most deprived nationally and now none of the ward falls into the 1% most deprived in the country reflecting a positive trend consistently attained throughout the past decade.

B1.3 Area Regeneration

The scale of local need twenty five years ago was defined as requiring a “marathon not a sprint” and a quarter of a century later the regeneration saga continues. However it is fortunate that there is indeed a saga to continue after ten years of austerity and more recently the impact of Covid-19.

Inward investment levered in between 1996 and 2010 in Speke Garston (and indeed across the wider Liverpool City Region) has resulted in a transformation in terms of image and of economic buoyancy. What was termed The Engine Room of Liverpool with Automotive and Pharmaceuticals clustered in the area now enjoys a greater diversity of sectors represented in the local economy such as Customer Service (Retail, Warehousing, Food, Logistics); ICT (including Contact Centres); Health & Social Care; Leisure & Tourism including developments connected to Liverpool John Lennon Airport. Despite the challenges, the area has not returned to the stark levels of deprivation of the 1980's and early 1990's even though fragility remains as manifest in the disproportionately high proportion of local residents employed in agency jobs or zero hours contracts with little longer-term security.

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

Therefore although regeneration in Speke Garston has been tangible it is characterised by reductions rather than eradication of gaps with city and national averages .

B1.4 Speke Boulevard Corridor Regeneration

Private sector inward investment on Speke Boulevard as a key corridor in North West economic cohesion, has continued the commercial momentum with the area around STEC and indeed STEC itself remarkably transformed.

Liverpool City Council introduced TJ Morris (Home Bargains) to STEC in 2012 and in September 2013, STEC's Trustees agreed to the sale of one of its two buildings, (the older) Booth House to TJ Morris in order to invest in the main STEC building, Unit House, with the purpose of accomplishing :

- Complete Accessibility
- More efficient and effective environmental and energy performance
- Enhancement of the aesthetics of the building and its environs along Speke Boulevard

Besides making sense strategically for STEC, the agreement with TJ Morris facilitated a major adjacent retail development creating 320 new jobs. Liverpool City Council then awarded the freehold of Unit House to STEC on 30th October 2015 and the final disposal of Booth House from STEC to TJ Morris was effected in May 2016 followed by its demolition in 2017.

B.1.5 Single Investment Fund

This paved the way for the most significant improvements on the site in half a century. With the valued support of Liverpool City Region Combined Authority between 2017 and 2021, together with its own contribution, STEC has completed over £1,000,000 in site investment. The project has run for nearly four years and its progress during the year is reported in C.9 below

B1.6 Belle Vale Ward

In 1988, at the same time as STEC sought to diversify provision to offer learning to adults, a number of mergers took place with Community Project Providers. In particular activities took place in partnership with Christ Church in Netherley and St Cyril's in Naylorsfield. Whilst STEC no longer has full-time bases in what is now, Belle Vale Ward, significant activity in community engagement and learning and skills perpetuates through local delivery partnerships.

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

B1.7 South Liverpool Area-Wide Coverage

The charitable objects of STEC (detailed below) are clear on the need to respond to local people's requirements in times of change and challenge. These objects are sufficiently flexible to ensure STEC can respond to the current local authority and combined authority strategies which define their operational entity of South Liverpool. South Liverpool is characterised by social and economic polarity with some of the greenest and most affluent areas alongside areas of deprivation. Speke Garston and Belle Vale wards reflect the most deprived areas of South Liverpool although there are deprived pockets in more affluent wards of Allerton and Hunts Cross and Cressington with Mossley Hill and Woolton reflecting in general a broader affluence.

STEC has therefore responded to this wider neighbourhood challenge with major delivery of outreach activities in Belle Vale ward and other parts of South Liverpool where gaps have been identified in local learning provision.

This is relevant specifically because in terms of recruitment, most STEC beneficiaries live in wards which fall within the 10% most deprived in England. As a Company Limited by Guarantee with the Registered Office in Speke Garston and as a Registered Charity which celebrates its name, history and relationship with the local community, it is no surprise that a clear majority of beneficiaries during 2019-2020 were residents of Speke Garston followed by Belle Vale Ward. This provides testimony to the close fit and relationship between this charity and the prime communities which it has aimed to serve.

B 2 OBJECTS OF THE CHARITY

The Objects of Speke Training & Education Centre (STEC) are set out in Section 3 of the Memorandum of Association.

The Objects of Speke Training & Education Centre commit the charity:

- To advance education and relieve need (poverty) amongst young and other unemployed persons resident in the defined area, through the provision of training facilities, the promotion of employment opportunities and the development of vocational skills.
- To support any related charitable purpose directed to the benefit of people affected by unemployment, the advancement of learning, relief of poverty and the improvement of the environment.
- To assist, through training education and promotion of employment opportunities, the development of beneficiaries as positive members of their communities and good citizens.
- To contribute through training, empowerment and provision of resources to the regeneration of Merseyside in general and Speke Garston in particular.

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

The Trustees attach due regard and importance to the guidance published by the Charity Commission on Public Benefit and enshrine this guidance at the heart of all strategic planning and operational activities.

B3) Mission of Speke Training & Education Centre

The Mission Statement of STEC is reviewed and evaluated for fitness of purpose at least once per year. This is the vehicle by which the Charity's objects translate into more tangible, specific and distinct activities.

The Mission of Speke Training and Education Centre is guided by four cross-cutting principles referred to as Charitable Aspirations:

- INCLUSION
- EMPLOYABILITY
- LIFELONG LEARNING
- SUSTAINABILITY

(In the report below, the Mission Statement is highlighted and each section's Activities are detailed and explained with the appropriate section of the Mission Statement).

Mission Statement

Our goals are to help unemployed people to secure work and to support employed people to consolidate or improve their prospects through lifelong learning.

STEC aims to contribute to the lasting regeneration of South Liverpool by providing quality training, education and personal development programmes with focus upon addressing social exclusion by increasing employability options for unemployed people.

These aims will be achieved through three interventions each offering diverse opportunities to beneficiaries:

- Learning and Skills (with focus upon thematic "Intents" or "Purpose" of Employability, Digital Inclusion and Health & Wellbeing)
- Community Engagement, Support and Development
- Business Support (including support for local Social Enterprises)

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

Section B interprets the Charity's purpose by offering a brief description of STEC's activities during 2019 2020 setting the context for Section C of the report which details Achievements and Performance during the year.

B4) LEARNING & SKILLS

Our Mission commits STEC to offer effective and needed vocational training in order to support regeneration. This commits STEC to offer learning which can improve the learner's employability.

B4.1 Accredited Learning (Awarding Bodies) and non-Accredited Learning (RARPA)

Over the past ten years, The STEC curriculum has evolved into Community Learning and has delivered fewer traditional Vocational Qualifications than in previous decades so a significant proportion of this learning is non-accredited. In this situation, measurement of learner progression is governed by a framework called RARPA (Recognising and Recording Progress and Achievement). The Learner Journey is broken into six Stages which are aligned to the three "I" phases of the Education Inspection Framework – Intent, Implementation and Impact:

- i) Clearly Stated Course Aims (Intent)
- ii) Initial Assessment
- iii) Appropriately challenging learning outcomes (Intent)
- iv) Formative Assessment throughout Learner Journey (Implementation)
- v) End of course summative Assessment
- vi) Information Advice and Guidance, Legacy and Progression (Impact)

The RARPA framework structures measurement of wider learner positive progression outcomes such as Confidence, Employability, Well-being, Attitude to learning and work, Maths, English, Community Connection and Family Support.

Despite the shift to Community Learning, Speke Training and Education Centre has maintained its status as an autonomous examinations centre to offer vocational qualifications. The curriculum is now based upon two occupational sectors:

- Information and Communications Technology through British Computer Society – The IT Sector Council (BCS)
- Social Care (with greater application to Generic Employability) through Royal Society for Public Health (RSPH)

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

Both Awarding Bodies adopt Quality Assurance Criteria. BCS adopts a RAG colour-rating and STEC has been top graded consistently for over 7 years.

B 4.2 Learning and Skills Contracts

During the period August 2019 to July 2020, Speke Training and Education Centre delivered two significant Learning & Skills contracts under Liverpool City Region Combined Authority (devolved from the ESFA) with Liverpool City Council Adult Learning Service and the Workers Educational Association (WEA). A separate project was delivered for Sefton Council for Voluntary Service (this covering Liverpool City-Region with STEC operating in South Liverpool / South Knowsley) . Smaller contracts were also delivered and are listed under the Community Engagement section at B6.

Liverpool Adult Learning Service - Community Learning (November 2019 July 2020)

The main adult learning contract via the local authority prioritised engagement into learning, establishing and embedding progression and employability for new learners across two ward-based projects. It is highlighted that in STEC's community learning role, there is a major inter-dependency between engagement of new learners and delivery of learning. This is well aligned to STEC curriculum themes of Employability, Digital Inclusion and Health & Wellbeing.

STEC specially targeted engagement of residents experiencing worklessness (or under-employment) such as:

- Jobseekers or Universal Credit claimants
- Single Parents
- Other very long-term unemployed people
- New or First Time Learners (Widening Participation)
- Under-represented groups and those defined as the Strategic Target Groups of Liverpool Adult Learning Service Residents of the most deprived wards in Liverpool; BAME Heritage learners; People with disabilities and health problems including people with mental health problems; adults in recovery, refugees, veterans etc. Liverpool has experienced a traditional deficit in male learners so this is also reflected in targeting.
- Ward targeting is integral to the contracts so in STEC's case Speke Garston and Belle Vale wards hold primacy.

Whilst the model of engagement was underpinned by the continued deployment of the proven Community Learning Champions model, this was now expanded and refined with a cohort of Digital Champions helping STEC deliver a South Liverpool Digital Inclusion Strategy – We Are Where You Are!

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

In interpreting the strategic purpose of this contract, the Trustees have been eager to establish Clarity of Purpose or Intent. All STEC's Community Learning Programmes were aligned to one or more of the following three Themes of Intent: Employability, Digital Inclusion and Health & Well-being. These themes were important because of levels of worklessness, levels of digital deprivation and the need for programmes promoting resilience and mental well-being. In addition to the geographic isolation because of the peripheral location of Speke Garston and Belle Vale Wards, the lockdown imposed physical isolation on many residents from March 2020.

The Programmes to be offered under this contract were as follows:

Course Title Themes of Intent

Driving Theory Employability / Digital Inclusion

Employability Skills Passport Employability

Social Care Employability

Computers for Survival Digital Inclusion / Employability

Healthy Cookery Well-being / Digital Inclusion

Accredited Opportunities

Under contract to the Workers' Educational Association (WEA), STEC entered into contract to provide accredited learning as follows:

BCS Computers and Online Basics (Entry 3)

During lockdown in May 2020, STEC expanded this offer to provide Remote Cookery (Zoom)

B5 COMMUNITY ENGAGEMENT & SUPPORT

STEC 's Mission commits the charity to support ideas / initiatives that contribute to the regeneration and sustainability of the area and its communities. STEC is dedicated to support community projects and will contribute training, personal development and work experience.

- STEC set out to offer a steadfast, safe and responsive service in the wake of the initial lockdown during the Covid-19 pandemic crisis

- STEC set out to maintain supported tenancy for community groups and charities.

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

- STEC set out to promote Community Development with partner community organisations.

a) Building Better Opportunities Include-IT Mersey

STEC has appreciated the support of The Good Things Foundation in developing localised provision under STEC's Digital Inclusion Strategy for South Liverpool – We Are Where You Are.

The success of the Building Better Opportunities Include-IT Mersey Project was recognised in its achievement of Purple Status Grading and its renewal for two years between 2019-2021 by the National Lottery Community Fund and European Social Fund. The project has been very effectively managed by Sefton CVS following high level development work undertaken by Voluntary Organisations Learning Association – VOLA Consortium.

This Digital Inclusion Programme has been highly focussed upon engagement of hardest to reach adults and recruitment into a highly responsive learning and development programme. There are additional support features such as excellent tutor-learner ratios, expenses and wider support for accredited options.

b) Good Things Foundation –Devices Dot Now

As a direct response to the social isolation brought about by the National Lockdown in response to the Covid-19 Pandemic, STEC applied to Good Things Foundation for this project to distribute new devices to digitally excluded households in Speke Garston and Belle Vale

c) Liverpool City Region Combined Authority – LCR Cares

In a similar vein, STEC applied with partner organisations from the voluntary sector across Liverpool City Region (VOLA Consortium) to mount a further concerted challenge to social isolation and digital deprivation across Liverpool City Region.

B6 Supported Tenancy and Services for Charities

It is over a quarter of a century since external tenancy initially became an important and integral activity to STEC social enterprise operations. In 1995, Speke Garston Partnership became STEC's first large-scale tenant. When the Speke Garston Partnership moved to the refurbished Mersey House, many of the projects which they had supported moved into STEC and created the first diverse tenant base on the site. This facilitation and support for the work of partner charities, through managed office space, has continued to constitute an important element of STEC's product.

However our risk assessment and anticipation of future need highlighted critical deficiencies in the STEC offer caused by areas without full access (no lift), poor energy retention and unattractive aesthetical features. This was a key rationale to the work on improving the site culminating in the SIF Project supported by the Liverpool City Region Combined Authority. Whilst this work was delayed, serious construction activities started in summer of 2019. Although incredibly disruptive as a construction site enveloped the building, our aim during 2019-2020 has been to improve the building whilst retaining and supporting our tenants. The need for resilience and support was more emphatic during the national lockdown from March 23rd 2020. Essential services were supported on-site and various STEC support activities ensured that community-facing services were continued throughout the pandemic whilst the building work also continued after a brief hiatus. Payroll services for local charities were continued and further developed.

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

B7 BUSINESS SUPPORT

B7.1 STEC will engage in business activities related to areas of expertise:

Our aim has been to continue to offer and sustain the following services:

- Managed Office Space for Small Business
- Payroll Services
- Workforce Development for Local Business (mainly Social Care)

The changing Speke Garston and Liverpool City Region economy renders this dimension of the Charity's activities as assuming greater relative importance. In respect of Managed Office Space this is now significant and STEC actively seeks a mixed economy at Unit House thus welcoming micro businesses and SMEs on-site alongside charities and Community Interest Companies. It is not intended that businesses should constitute the majority sector (we are a charity in primary terms not a business centre) but sustainability is driven by diversity on-site. This may take place through formal office tenancy or through hire of conference and teaching facilities. It is essential to future sustainment that this activity grows in the aftermath of Liverpool City Region Combined Authority (SIF Fund) and STEC investment in the premises amounting to nearly 1 million pounds.

The provision of other business services such as payroll is also important to complement and extend the range of property services although this is delivered mostly for community organisations and charities.

B8 Use and Support of Volunteers

STEC recognises the importance to many charities of voluntary work and appreciates the diverse benefits of volunteering both to the beneficiaries of such work and to the volunteers themselves. STEC believes that voluntary activities should wherever possible be organised on a formal basis and should be based upon a relationship between the organisation and the volunteer which shares the mutual expectations and the reciprocal benefits for both parties such as training / development support for Volunteers.

STEC is privileged to have the support of a small but highly dedicated group of volunteers whose endeavours are greatly appreciated. These serve the charity and local people as Community Learning Champions and Digital Champions

In terms of relating the Area Context to STEC's Charitable Objects and then from the Mission to the specific Activities, the above areas of intervention – Learning and Skills, Community Engagement and Business Support are all closely aligned to one or more of the cross-cutting principles indicating continued resonance with the Charity's Mission:

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- Inclusion
- Employability
- Lifelong Learning
- Sustainability

The performance and achievements of the organisation during 2019 - 2020 can now be measured in Section C.

REVIEW OF ACTIVITIES

Section C

Implementation and Impact (Review of Activities)

STEC Operations and Activities

C1.1 Impact of Covid -19

For the best part of two terms, delivery and impact was largely consistent with activities delivered in 2018-19. Admittedly on a strategic / macro level, Liverpool City Region Combined Authority assumed new devolved responsibilities for adult learning. On a more micro-level, contracting appeared very similar except that the highly successful Common Ground Project delivered across Liverpool with veterans, refugees etc was not procured in 2019-20 so STEC delivery retrenched back to the two key South Liverpool wards.

However nothing on New Year's Day 2020 would prepare society for the onset of the Covid-19 Pandemic by Easter 2020.

In such testing times, the Trustees of STEC formally record their gratitude for the support and encouragement of the following contracting bodies:

- Liverpool City Region Combined Authority
- Liverpool City Council Adult Learning Service
- National Lottery Community Fund
- European Social Fund
- VOLA / Sefton CVS

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- Workers Educational Association

- The Good Things Foundation

During a time of considerable uncertainty, the above contractors encouraged STEC to continue to support learners, continue delivery of essential community activities, support diversification to remote models of delivery and (of great value to morale) most provided Comfort and Concern Meetings to check on the health and continued viability of STEC services. The assurance that STEC would not be penalised for the disruption of lockdown was as important as the encouragement to pilot new modes of engagement and delivery. Therefore, just as Trustees were determined that STEC should remain available to deliver support in the community throughout the pandemic, so the Trustees wish to extend gratitude to those contractors whose empowering and supportive stance made this possible. Their actions matched their words and in a time of great organisational uncertainty STEC's strategic clarity and operational resolve has been in no small way due to the stabilising and unwavering management stance of the above contracting bodies. We know that not all public or voluntary sector bodies were as supportive or encouraging so Trustees extend true appreciation in this respect.

C.2 Covid Response Remote Learning

This took many forms. The ICT Team led the vanguard of response as their projects continued throughout the pandemic phase. The following responses were effected:

- Weekly telephone contact
- Logging of all responses to monitor safeguarding of isolated learners
- Identification of additional needs such as foodbank distribution
- Digitalisation of forms and learning resources
- Issue of British Computer Society Work and Assessment Books
- Doorstep Drop Off and Collection of Learner Work for marking
- Distribution of devices and computers for home usage
- Linkage to MP remote support for benefits, housing, debt, health and wider issues to be resolved
- Introduction to Zoom Learning Sessions initially for tutorial staff then learners

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- Zoom Delivery
- Diversification of curriculum with Healthy Cookery delivered by Zoom and home delivery of utensils and ingredients

C.3 Liverpool Adult Learning Service - Community Learning Programmes

The STEC Community Learning offer 2019-20 comprised two spatial projects which shared three themes (Employability, Digital Inclusion and Health & Wellbeing). The two projects were:

Community Learning for Speke Garston (Target and Achieved 270 learners)

Community Learning for Belle Vale (Target and Achieved 170 learners)

C.3.1 Partnership.

These two projects built upon the successful engagement and delivery of previous years focussing upon the two most deprived wards of the South Liverpool suburbs. Partnership was essential to the STEC model of delivery for engagement and widening participation within the two wards.

STEC Trustees extend gratitude to the following partners who made successful community learning a reality through their support for STEC and active delivery of partnership activities:

Speke Garston Ward Partnerships

- STEC's main partner in Speke Garston has been South Liverpool Homes The Reach in Parklands Library. Collaboration involved i) Hosting all Social Care Programmes ii) Joint recruitment for Brushwood via The Reach iii) Monthly Skills Passport for Speke residents iv) Thursday Digital Surgeries for SLH tenants v) Donation by STEC within the SIF Programme of Interactive Guidance Equipment

- Five Children And Families Trust
- Garston Children's Centre
- St Aidens and All Saints – The Place To Be
- Speke Community Centre CIO
- Amanda's Room

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- ASC Inclusion CIC
 - Bridge Chapel
 - Noah's Ark, Speke
 - Addaction South Liverpool
 - Garston Jobcentre
 - Stockton Wood CP Primary School and Parents Group
 - St Ambrose RC Primary School
 - Speke Adventure Playground
 - Gemini Boxing Club
 - Employability Solutions, Garston
 - Speke House (Launchpad Veterans Accommodation & Support)
 - Abbey Care Domiciliary Services, Speke
 - Ranelagh House, Garston
- Belle Vale Ward Partnerships
- Netherley Youth & Community Initiative
 - Belle Vale Forum
 - SCCYP
 - Belle Vale Children's Centre
 - Woodlands Community Centre
 - Our Lady of the Assumption Parish and School
 - Gateacre Comprehensive School
 - ACE

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- Manwell
- St Cyril's Social Club
- St Mark's Parish
- St Gregory's RC Primary School
- Belle Vale Jobcentre
- Christ Church, Netherley
- Belle Vale (Lee Valley) Millennium Centre
- Joseph Williams Mews (Riverside Housing Association)
- Lee Valley Pensioners
- Garden Lodge Care Home
- Company Matters 4 U

Thematic Partnerships

- Tom Harrison House (Veterans)
- The Bridge (Veterans)
- Transforming Choice (Recovery)
- Better Days (Refuge)
- Options for Supported Living
- Homebaked CIC
- Rotunda College
- Friends of Williamson Tunnels

C.3.2 Community Learning offers – Intent, Implementation and Impact

Skills Passports

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The Intent was to raise employability. STEC delivered short clusters of qualifications offered with the sole purpose of enhancing the learner's Curriculum Vitae and wider employability. The programme originated in partnership with JET South Liverpool over twenty years ago but retains its relevance and effectiveness in supporting learners into work.

The Implementation comprised a series of short courses leading to external qualifications accredited by Royal Society for Public Health (RSPH) We believe these awards balance kudos and credibility with employers and accessibility to accredited opportunities. At the core of the delivered curriculum are Health & Safety at Work, Food Safety and Hygiene and various manifestations of First Aid at Work. In very practical terms, these are applied to enhance and update Curriculum Vitae to support unemployed people into work or to support under-employed residents to achieve advancement or at least greater employment stability. The context is quite diverse but has been applied to major inward investment (supply and demand linkage) recruitment initiatives usually within The Reach at Parklands Library (which was obliged to close under local authority Covid constraints from March 2020), or support for local charity and community group compliance, or simply for local residents to upgrade their CVs to increase attractiveness in the labour market.

Impact

Skills Passports accounted for 53.3% of overall engagement and 63% of progressions into employment.

Driving Theory

The Intent was to raise employability and by the nature of delivery and assessment also enhance digital skills. The Intent could be summarised as a very Speke-Garston and Belle Vale solution to a very Speke and Belle Vale problem because both wards are nearly ten miles outside of the city centre with public transport into and across Liverpool being costly, time-consuming and arduous. The peripheral rather than central geography of the wards removes many employment opportunities from the realistic travel to work zone and whilst Speke Garston does command a healthy range of local employers such as Jaguar Land Rover or Liverpool John Lennon Airport, the shift system may make early morning or late night travel costly or unsafe. We have found through this offer that many adults are skilled practical drivers but find the theory test the impregnable barrier to legal driving freedom as opposed to the practical driving test.

Implementation

Initiated in Belle Vale ward and then extended to Speke Garston, our Driving Theory Course comprised study and memory techniques, examination practice, thirty hours tuition and funding to pay for the theory test if learners have demonstrated excellence in attendance. STEC has purchased additional online resources which provides deep dive analysis into subject areas of the Highway Code where the learner requires greater focus and support formatively. This opportunity has been not only extremely popular but has impacted upon employment prospects of local residents in the aftermath of a test success.

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Impact

This opportunity engaged 12.3% of the STEC occupancy and was delivered within the ICT Department, opening up an innovative strand of ICT learning which sits comfortably as all assessment is computer-based. The pass rate at the Liverpool Pearson Examination Centre has hovered between 49% - 52% and the STEC pass rate has been 82%. The last third of the delivery time was halted because of the closure of Test Centres during lockdown but STEC has honoured all test funding obligations to learners who completed the programme prior to lockdown. An interesting dynamic is not so much the into jobs rate immediately after the driving theory test, but 6-12 months later which exceeds 40%.

Social Care

The intent here is employability but with a purer sector-specific focus. Close relationships are maintained with residential and domiciliary care providers in order to stimulate employment opportunities for local residents. The Skills for Care Programme aligns closely with STEC's aspiration to promote employment opportunities but it is not limited to quick-fix routes into Social Care and a significant number of learners share aspirational intent to enter higher education for nursing degrees via Access Courses and this programme serves as a useful prelude to this longer-term journey.

Implementation

At the start of 2019-20 year, STEC was engaged in finalising delivery of the Recruitment Programme within The Reach for the Brushwood Dementia Care Hub in Speke. This course adapted our Vocational Routeway in Social Care into a Community Learning context. Qualifications were offered by Royal Society for Public Health RSPH and non-accredited elements were developed in-house based upon Mulberry House Programmes. This programme offered over 35 guided learning hours.

Impact

This course is very focussed upon the journey into social care. 98% of the learner cohort completed and 64% of these type of courses recruitment programmes entered employment. It is worth noting that at the beginning of this reporting year STEC's participation in The Reach recruitment for Brushwood Dementia Hub in Speke had resulted in 68 local residents filling these new vacancies. During 2019-20, Social Care provision contributed to 8% of STEC's recruitment but 23% of all employment outcomes

- Computers for Survival

The Intent is broader Digital Inclusion based upon the identified need in deprived communities to support survival and resilience. However within the range of functions and applications, bearing in mind, IT is not an end in itself, local residents now require basic computer skills to apply for jobs and claim benefits so employability is evolving in a highly digital fashion and since March 2020, the advent of the remote job interview is well and truly here. On a wider basis, access to housing and health services is moving digital and indeed STEC is currently an online Census Support Centre. Digital deprivation or exclusion is arguably the most significant life challenge facing residents at present because of the risk of non-compliance / benefit sanctions and on-line vulnerability.

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Implementation

STEC has developed and is delivering a strategy called We Are Where You Are - a Digital Inclusion Strategy for South Liverpool. The strategy has been delivered across the last decade and is in three parts, Developing Learners, Developing Locations and Developing Sustainability.

Therefore besides delivering on-site, STEC has delivered outreach courses across the two wards in Children Centres, Community Centres and tenant bases.

Impact

Computers for Survival accounted for 8.9% of occupancy but 28% of progressions into further education.

Healthy Cookery's Intent within our Theme of Promoting Wellbeing had already assumed greater significance in the previous five years with focus upon mental resilience. The sudden impact of the Covid lockdown from March 2020 dramatically exacerbated the situation with isolation and anxiety (not to mention trauma and family grief) rife in the communities STEC serves.

STEC's learning activities prior to March 2020 had adopted a holistic approach to learning and life for example integrating opportunities to access free musical events at the Liverpool Philharmonic Hall. Two options had been piloted Mindfulness and Healthy Cookery

Implementation

Healthy Cookery Workshops were very popular in engagement and impact terms. These not only provided knowledge on healthy recipes, nutrition and food safety but digital skills to cover research of ingredients, sourcing and costs. This was then followed up with highly dynamic cooking days and learners took food and hopefully skills home.

From March 2020, the capacity to deliver such workshops was effectively gone but the need was as great as ever. STEC was fortunate that our tutor Michelle O'Dwyer had previously hosted her own cookery television programme on Made In Liverpool TV and was able to embrace technology to deliver Zoom Workshops.

Impact

The impact was simply that after a difficult start requiring resilience, determination and in some cases the issue / donation of digital equipment, the cookery workshops became the major non-ICT success of the remote curriculum providing not only new healthy culinary options for residents but a reduction of isolation and a new productive method to bust boredom on a budget. This opportunity attracted 17.3% of occupancy but 29.9% of progressions into volunteering.

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C3.3 Equality Data Impact Measures 2019-20

EDIM Measure -Target - Actual:

Disability (L /LD) Target- 25% Actual - 33%

BAME Heritage Target - 10% Actual - 10%

Male Learners Target - 33% Actual - 30%

Target Wards:

Belle Vale Contract Target -70% Actual - 80%

Speke/Garston Contract Target -70% Actual - 71%

These are reported as Equality Statistics (EDIM) within each CEO Report.

C.4 Workers Educational Association.

C.4.1 In November 2019, STEC was conferred with a national award in London's Covent Garden by the Workers' Educational Association. Having been awarded the North West Regional Outstanding Partner, STEC was then presented with the national award on 26th November 2019. In London to accept the award was Chief Executive Officer, Mark Ord and Property & Service Administrator, Jolan Benzar for whom the collaboration with WEA was highly relevant because she had studied ESOL and Education & Training Level 3 with the WEA when she arrived in the United Kingdom before securing employment with STEC. The award is very much appreciated by STEC.

C.4.2 Separate to partnership activity STEC delivered a contract with Workers Educational Association (WEA) which was strategically positioned as a progression programme for learners on primarily non-accredited activities to achieve qualifications. As such delivery of British Computer Society (BCS) Computers and Online Basics Entry 3 Qualifications was prioritised.

Engagement was made difficult in the aftermath of the lockdown in March 2020 and further Healthy Cookery zoom workshops were offered with focus upon progressions and wider areas of the Liverpool City Region.

The Trustees specifically wish to extend their gratitude to the WEA for the initiation of a series of Comfort and Concern Meetings throughout the lockdowns and tiers designed to support survival and sustainability of sub-contractors.

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C.5 Building Better Opportunities Include -IT Mersey

As reported in Section B, Include -IT Mersey was renewed with two year funding from The National Lottery and European Social Fund from July 2019. The voluntary sector coalition of community anchor organisations share the Intent to reduce digital exclusion in the communities which they serve. The Lead for the project is Sefton CVS but special recognition in terms of initiation, development and continuing cohesion amongst partners must be afforded to the Voluntary Organisations Learning Association (VOLA).

Implementation

The key to this work is effective engagement with hard to reach residents, whether unemployed or economically inactive. There is at the core the ambition to move learners across the employment continuum so that (through small steps) learners not only develop skills in digital learning but also consider active jobseeking or further study. As such in terms of its intent, methods of implementation and targeted impact, it is very closely aligned with STEC charitable ambitions.

The Project Progression Results overall were as follows:

Training & Education Target 20.9% Actual 28%

Employment Target 08.1% Actual 11.1%

Unemployed into Work Target 10.6% Actual 15.9%

Economically Inactive Into work Target 6.9% Actual 05.1%

Feedback 2019-20 from National Lottery Community Fund has been that the overall performance of this project is very good and is green risk-rated or higher. Most National Lottery Community Fund targets are achieved or exceeded. However the impact of the lockdown has been very challenging for learners with one key problem being digital tuition to a primarily digitally excluded cohort.

Building Better Opportunities has with the NLCF support maintained total continuity and embraced innovative delivery since March 2020 for which full credit needs to be given to the management team at VOLA / Sefton CVS. Such excellence was recognised in the award of a University of Leeds Team of The Year Award 2020

The following wider outcomes were recorded for the BBO Programme:

Outcome Measure BBO Target Actual 2020

Learners felt more connected to their community Target - 50% Actual - 59%

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Learners felt more able to access local services Target - 50% Actual - 85%

Additionally:

69% of leavers reported improved confidence

58% of leavers reported improved communication skills

59% of learners felt more motivated

The subsequent renewal of this project until 2023 serves as a testimony to the confidence placed by National Lottery Community Fund in the value and efficacy of Building Better Opportunities Include-IT Mersey

C 6 Liverpool City Region Cares – Get Yourself Online / Good Things Foundation Devices Dot Now

STEC was awarded funding by Liverpool City Region via Community Foundation for Merseyside for 32 digital devices to identify and distribute to digitally excluded households in Speke Garston and Belle Vale. STEC was also awarded 20 devices for distribution by Good Things Foundation so was able to augment the distribution of new devices to reach 52 households

3.6.1 Intent

It is important to highlight the critical problems to which this project offered a timely (if localised) response. The United Kingdom in May 2020 was two months into a complete lockdown with the NHS in crisis. In addition to the economic crisis and the number of fatalities at an unprecedented level, attention began to focus upon wider impacts upon mental health caused by both fear of the virus and the pernicious impact of social isolation caused by lockdown especially amongst those who were already vulnerable through infirmity, poverty, shielded workers / furloughed staff and those with underlying health conditions including mental illness. Many frontline support services were fragmented or temporarily in limbo, exposing gaps in how people could receive advice on housing, employment, debt and health. Whilst many educational and advice services switched to remote delivery, this could only reach those who could in digital terms exacerbating the plight of those who could not in digital terms.

C.6.2 Implementation

Utilising as a core the community partners listed in C.1, STEC Project Manager Paul Wilson identified the most needy households to benefit from the donation and distribution of new digital devices. The following partners greatly assisted in the identification of need and their support is greatly appreciated:

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All Saints, Speke, South Liverpool Homes, Belle Vale Children's Centre, Riverside Housing, Lee Valley Pensioners, Our Lady of the Assumption Parish and School, Five Children's Centre, St Nicholas Academy, MYA Talent Match This involved meticulous set-up and the inclusion of step-by-step support instructions. Thereafter, the new Acatel 3T8 devices were delivered to doorsteps and outdoor coaching/ telephone mentoring followed with pre-paid data part of the offer.

C.6.3 Impact Analysis

- Age :

Adult (26-65) 81%;

Senior (66+) 12.5%

Youth (16-25) 6.5%

Referral Sources:

Registered Social Landlords 31%

STEC / Onsite Partners 22%

Children Centres 19%

Schools 13%

Faith Groups 09%

OAP Groups 06%

Reason for Referral (all that apply)

Digitally Excluded Household 100%

Low Income 100%

Social Isolation 88%

Limiting Health Condition 72%

Disability 63%

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Shielding 44%

Learning Disability 19%

Over 70 years of age 09%

- Destination Households

South Liverpool Homes 53%

Riverside Housing 37%

Torus (Liverpool Mutual Homes) 06%

Private Landlord 04%

- Feedback from Partners

The main issue addressed was to reduce isolation during lockdown and the consequent promotion of mental well-being and resilience. However other outcomes reported in evaluation were:

- Skill building and re-establishing access to the labour market to support client jobsearch

- Supporting residents with caring duties

- Alleviating Domestic Abuse

- Promoting Learning

- Promoting use of IT

- Alleviating poverty

- Building Stronger Communities in Lockdown

- Facilitating Counselling

- Addressing Disability Access issues

• Finally on a continuing basis we have been able to trace how devices are being used (all which apply)

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Keeping in touch with family and friends 96%

Stay up to date with news 80%

Supporting family learning 62%

Managing health needs 55%

Access local / national services 52%

GP or Pharmacy interaction 36%

Continue with learning after lockdown 24%

Completing job applications 20%

Manage Universal Credit Claim 16%

REVIEW OF ACTIVITIES COMMUNITY SUPPORT ACTIVITIES

C7 COMMUNITY SUPPORT ACTIVITIES

C7.1 Community Partnerships

During the period August 2019 - July 2020 STEC actively supported partner organisations in community regeneration work. On one level, this involved working at Board Level or Advisory Committee thus providing strategic support and in other contexts working collaboratively on an operational basis.

This support has taken place both in respect of charitable organisations such as Five Children and Families Trust (Sure Start), Voluntary Organisations Learning Association (VOLA) and Netherley Youth & Community Initiative. On other levels, STEC worked with South Liverpool Homes to bring community and other organisations together to implement the South Liverpool Homes Reach facility in Parklands Library.

STEC maintained a very special relationship with Workers Educational Association (WEA)

STEC also accommodated and signposted to the National Careers Service to deliver a CV service supporting both STEC learners and other local residents. Similarly, STEC worked closely with Riverside Housing Floating Support Service, Liverpool In Work, Ways To Work and Households Into Work Programme.

Strategically, STEC forms one quarter of the inspireLearning Partnership which was established in 2009 to provide some city-wide cross-referencing and complement to local neighbourhood initiatives – in this case the Community Learning Champions Project. The partnership with the Adult Learning Service had won a NIACE Innovation Award in 2011 and has ever since collaborated on innovative approaches to community engagement and learning. STEC's three inspireLearning partners are Alt Valley Community Trust, Everton Development Trust and Granby Toxteth Development Trust. In 2012, this partnership was established more formally as a Company Limited by Guarantee called InspireLearning Liverpool Limited and STEC is one of four Directors.

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Partnerships are valued by STEC as being of primary importance in positioning the STEC resource as a central community facility and promoting a range of outcomes for local people whilst supporting the sustainability of the local third sector within which STEC continued to play an important role. Reciprocally however, given the challenge of engagement targets, the local partnerships provide a mechanism for reaching new learners via community conduits.

C.7.2 Capacity-Building for the South Liverpool Voluntary Sector

STEC supported a group of community activists to establish a Foundation Charitable Incorporated Organisation (CIO) as Speke Community Centre CIO – The Commy and completed a number of funding applications for the new charity pending the appointment of its staffing team. This has now produced a range of community support services for elderly, infirm and isolated residents including:

Healthy Luncheon Club, Social activities (when permitted) with entertainment, Hot Food delivery service, excursions (when allowed), Memory Club activities, General Welfare and a Social Shop. Similar capacity-building has taken place to update the constitution of Speke Adventure Playground whilst support has been provided on governance to a range of non-constituted groups in Speke Garston.

STEC has also provided training initiatives for the local voluntary sector focussing upon:

- Free Compliance Training in Health & Safety, First Aid, Food Safety for community groups
- Fire Safety Assessment and Training
- Bi-Annual Prevent Duty Workshops in partnership with Liverpool City Council Prevent Education Team
- GDPR Compliance Workshops
- Support for local refugees (Syrian groups, Kurdish and Afghan families)
- Accommodation and Support for social activities for local Lithuanian residents
- Accommodation for local campaign groups such as Save Oglet Shore
- Linkage to the Liverpool Philharmonic Hall for subsidised concerts for under-represented groups

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TRUSTEES' REPORT

C7.3 STEC Social Space

Prior to the 2020 Covid Crisis, competition for funding for charities had become increasingly competitive to a situation where the future of some highly valued activities on-site at STEC would become questionable and precarious in 2021. When the lockdown occurred in March 2020, this made the challenge of sustainability even more arduous. STEC Trustees therefore decided to effectively sponsor the continuation of three charitable activities under the umbrella of the concept of a STEC Social Space. The three activities designated are:

- The Original Swap Shop

Unlike the other two designated groups, The Original Swap Shop has never been a charity and has operated as an anti-poverty independent initiative based at STEC since its inception in summer 2014. Having occupied various areas of the site and being in fact the final occupant of Booth House before its sale / disposal, STEC has made available free storage and delivery space in Unit House. This is a key part of STEC's role as an inclusive organisation not only supporting local residents in need but capacity-building local activists with the entrepreneurial spirit and innovation for self-help. This now forms a key foundation of STEC's charitable objective to Relieve Poverty.

- Liverpool Talking Newspaper

Founded in All Saints Church Hall in September 1980 and having been 18 years with STEC, this independent charity has been nominated for a Queen's Award for Voluntary Service after a cohort of volunteers utilising STEC's essential service opening, maintained a continuous service for the visually impaired throughout the lockdown and since. STEC's support has been matched by another generous tenant which will enable this charity in its fortieth year to focus purely upon service delivery without rent or service charges.

- ASC Inclusion CIC

This not for profit organisation has provided outstanding support for children with autism and their families through the use of lego therapy. Threatened by funding shortage, this organisation can continue delivery with STEC sponsoring its storage space and indeed its delivery venue costs to allow Lego Club activities to resume.

C7.4 Political Surgeries

STEC continued to accommodate the Constituency Office of Maria Eagle - the Honourable Member of Parliament for Garston and Halewood. The tenancy includes Maria's office, meeting rooms for visitors and Monthly Constituency Surgeries on the first Saturday of each month. Liverpool City Councillor, Leon Tootle had also utilised STEC for surgery space whilst all three local ward councillors regularly meet at STEC. Besides providing much-needed support to community members in need, the above facilities enable STEC to promote local democratic structures and rights to civic participation which many local residents are unaware of.

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TRUSTEES' REPORT

C7.5 Wider Community support.

The following community support services were / are provided at STEC:

- Riverside Housing Floating Support Service (prevention of eviction, debt advice)
- Households Into Work – Liverpool City Region support for families to employment
- Ways To Work – Liverpool In Work support for adults facing additional barriers into the labour market
- Our Liverpool Refugee and Asylum-Seeker Support (early part of year)

C.7.6 Supported Tenancy Provision to Charities / Community Organisations

During the period August 2019 - July 2020, STEC offered safe, affordable and supportive tenancy to the following charities, Community interest Companies, Not for Profits and Community Organisations:

The Tenant, their Activity and Sector:

Amanda's - Adults with Learning Disabilities - Voluntary Sector

ASC Inclusion - Support for children with autism - CIC

Come Alive at 55 - Active Ageing (Virtual Office) - Charity

Speke Community Centre - Community Cohesion and Health - CIO

Employability Solutions - Alternative Education - Not for Profit Organisation

European Playworkers Council of Europe - Youth Network - Charity

Franchising Work - Enterprise Support - Not for Profit Organisation

Liverpool Talking Newspaper- Support for people with visual impairment - Charity

Liverpool Street Scene - Environmental Services (Arm's-Length) - Not for Profit Organisation

Love & Light - Mindfulness - CIC

Orchard - Independent Foodbank - Charity

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TRUSTEES' REPORT

Original Swap Shop - Anti-Poverty Project - Project

MYA / Talent Match - Young People Inclusion - Charity

Maria Eagle MP - Member of Parliament - Public Service

The not for profit sector accounted for 67% of the on-site cohort

C7.7 Payroll Services for Charities and Community Groups

Payroll administration support was provided to the following organisations:

- Riverside Credit Union
- The Minibus Agency
- ARCH
- Speke Children's Environmental Committee (c/o Speke Adventure Playground)
- Nertherley Youth & Community Initiative
- Speke Community Centre CIO (Preparation and Set-up)

BUSINESS SUPPORT

C8 BUSINESS SUPPORT

C8. STEC has provided Managed Office Space, Employer Linkage, Workforce Development and the provision of Payroll and Financial Administration Support.

C.8.1 Managed Office Space for Micro-businesses and SMEs

STEC provided managed tenancy services to the following local small and micro enterprises during 2019-20

The Tenant, their Activity and Sector:

CK Equine - Equine Products - Micro Business

Fireside Training - Consultancy - Sole Trader

Fresh Hut - Food Sales - SME

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TRUSTEES' REPORT

IPC - Pest Control - SME

Keho - Property - Micro Business

Quantum - Renewable Energy Law - SME

Maestro - Music Academy - SME

Nails - Studio - Micro

Strategic Ridge - Business Services - Micro Business

TMV - Pharmaceutical - SME

C 8.2 Room Hire

STEC also hired conference and training rooms to the following organisations:

- Liverpool City Council

- Innovative Alliance

- The Growth Company

- Education and Training North West

- Perpetual Safety

C8.3 Supplementary Education

During 2019-20 (until March 6th) STEC accommodated evening classes which offered supplementary education for Science A-Levels sixth form students which proved to be extremely popular. This was replicated with two tutors preparing younger children for entrance examinations to local secondary school colleges. Factors such as the quality and availability of STEC's conference facilities, interactive teaching resources, Waiting Rooms, Refreshment and spacious secure Car Parking facilities and our autonomous control over opening days and times are attractions which provide potential for this as a future income stream following the current Covid-response constraints

C 8.4 Commercial Workforce Development

This has tended to be generated through relationships with local Social Care employers and involved commercially provided compliance and quality training. Over the past ten years, however, the diversity and range of customers has significantly receded due to severe constraints in social care budgets and the growth of online training for compliance. During 2019-20, commercial training further reduced but as reported, STEC was able to contribute to pre-recruitment training for the local dementia hub and some other care organisations which fell under the main Learning and Skills provision.

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TRUSTEES' REPORT

C8.5 Continuing Professional Development of STEC Staff and Volunteers

As an organisation promoting learning, continuing personal and professional development remains a priority for members of STEC's cohort of staff both to enhance the currency and quality of their product and as an investment for the person and for the collective workforce. The majority of STEC's workforce joined the Lifelong Learning Sector as learners with STEC and the policy of the Council of Management has been to maintain a dynamic culture of learning and continuous improvement which provides new opportunities (including University study) and challenges in order to provide the best services to STEC's beneficiaries.

STEC maintained investment in a framework for Observation of Teaching, Learning & Assessment (OTLA). This has involved deployment of external specialist tutors to both observe taught sessions and implement individual tutorial mentoring with the objective of improving the STEC product. Measurable grades reflect general trends illustrating improvements.

Finally, both staff and volunteers engaged in training to help the Charity and its staff discharge the legal duty of Prevent under STEC's Safeguarding Policy and Procedures.

C9 A new STEC! Liverpool City Region Combined Authority SIF Fund

The crowning glory of the past year has undoubtedly been the completion of the Single Investment Fund Liverpool South Work and Well-being Programme with £750,000 investment from Liverpool City Region Combined Authority.

STEC initially piloted some of the proceeds of the sale of Booth House by upgrading an area of Unit House on the basis of enhanced environmental sustainability and accessibility criteria during 2016-17. This prototype upgrade provided both an enlightening insight into what could be achieved throughout the entire building and a sobering realisation of the cost!

The further major enhancement project entitled A Place To Grow / South Liverpool Work and Well-being was made possible by two successful phased applications to the Single Investment Fund (SIF) offered by Liverpool City Region Combined Authority. Whilst this required dedication of major elements of the remaining funding from the Booth House sale, the funding applications levered in £750,000 of Liverpool City Region Combined Authority resource to establish 21st century training facilities and encourage STEC to offer multi-agency learning on a site which is fully accessible with a much more sustainable energy performance.

Ironically, the home of the Speke Garston Partnership which initiated meaningful regeneration in 1995 has proven to be the last piece of local regeneration along the Speke Boulevard corridor

The period up until July 31st 2020 saw the completion of the significant element of the exterior programme including the completion of a stunning external glass illuminated lift tower, new windows, protective coating of the concrete exterior, cladding of the gable wall and installation of a new energy efficient boiler system and boiler room. Whilst this programme was over three years in fulfilment to date, it was seven years from 13th September 2013 when Council of Management embraced the ideal of prioritising Access for All and better Environmental Sustainability with the decision to sell Booth House. The lockdown of spring 2020 caused anxiety because of the hiatus to the programme when supply chains froze and the workforce locked down for eight weeks. Unexpected flaws and faults in this old building also required immediate remediation. Fortunately work resumed in May 2020 and has continued through to completion. The Access for All and Environmental Sustainability goals are achieved but the aesthetic improvement should not be under-estimated and what was a functional aspiration to have a lift, has actually provided a new defining feature for the site shining forth over Speke Boulevard.

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

The investment from Liverpool City Region Combined Authority was matched by £150,000 of STEC's own resource which was funded from the sale of Booth House to TJ Morris in 2016. Considered with the limited proto-type upgrade of Unit House Ground Floor in 2017, this constitutes an investment on-site of £1,000,000 over a five year period. Our gratitude is extended to Liverpool City Region Combined Authority for their support. The bold and renovated building is testimony to the dedication of our Funder, staff and board to whom we are truly grateful and above all serves as a legacy to the spirit and determination of our former Chair, Frances Hunt who championed the cause of Access for All for many years and who sadly became a victim of Covid-19 in January 2021.

C10 Summary of the Year's Accomplishments from our Late Chair, Frances Hunt.

At the Annual General Meeting in November 2020, the Chair, Frances Hunt summarised the year 2019-20 as follows and her statement is recorded as a tribute to her steadfast service to STEC over twenty six years.

For three quarters of the year just passed, our Council of Management Meetings were dominated in addition to the normal challenges of the strategic and operational management of a busy charity, by risk assessment of the impact of the (now seemingly innocuous) issue of Brexit or more close to home by our aspiration to improve access for all and achieve greater environmental sustainability for our home base throughout a most arduous and expensive SIF Buildings Programme.

However between our Council of Management Meetings in January 2020 and March 2020, as a result of the UK Government's response to the pandemic, the world around us was suddenly changed. This constituted potentially the biggest threat to STEC and our tenants since our establishment in 1983. As a Board of Trustees we decided to attempt to achieve both the protection of our people (i.e. staff, learners, volunteers and tenants) with the protection of our communities. We wanted to support our on-site essential services such as The Orchard Foodbank and Liverpool Talking Newspaper to continue their charitable endeavours whilst cushioning our own learners and wider beneficiaries from the stark isolation of lockdown. By reducing opening hours rather than complete closure, by delivering courses remotely and diversifying our teaching methods, by issuing digital devices we were able to sustain our services for people in need. Our most sincere appreciation is extended to our contractors for their support throughout the crisis (National Lottery community Fund, Liverpool City Region Combined Authority, Good Things Foundation, WEA and LALS) Whilst the challenge remains, we can legitimately report that STEC and its on-site community have steadfastly remained open for business when it counted.

If we were not in such unusual times, I would have relished chairing this AGM from an upper floor at STEC once again. Traditionally, our Council of Management Meetings convened in the McCartney Conference Room on our middle floor but for the past decade many Trustees have experienced increasing difficulty climbing stairs and mobility has become a challenge. So it gives me great pride and joy to report that the recent completion of the new lift at STEC marks the fulfilment of a major milestone for this charity and the achievement by our Board of Trustees of an aspiration to offer Access To All initially embraced seven years ago. Our second aspiration to improve our Environmental Sustainability has additionally been progressed. Both goals were rendered achievable through the valued support of Liverpool City Region Combined Authority. 2020 has been a difficult year but our difficulties were exacerbated by the disruption of being a construction site! However now we have a community resource hub to be proud of and this should fortify us to face the future (for all of its change and challenge) with renewed confidence. Now is the hour when STEC is needed more than ever. We have accomplished together a wonderful transformation of our asset and created a legacy for the communities we support. More than ever STEC is open for business to continue to serve our communities.

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

FINANCIAL REVIEW

D1 Financial Position of STEC: August 2019 - July 2020

In the year ended 31 July 2020, total incoming resources available for charitable application were £928,073 (£326,036 in 2019) which included £650,419 from Liverpool City Region Combined Authority which was invested in the building project in fixed asset additions in the year. Total outgoing resources were £286,450 (£325,901, in 2019).

The charity generated a surplus of £270 (£9,154 in 2019) on the unrestricted fund. The movement on the restricted fund was a surplus of £641,353 (excess expenditure of £9,019 2019) which is invested in fixed assets.

The reserves at 31 July 2020 are £574,053 (£573,783 2019) unrestricted and £822,810 (£181,457 2019) restricted.

D2 Trends and Issues of Note

Contracts

Income from fulfilled contracts reduced during the year because the Common Ground Project was not procured and greater pacing was required for delivery of Building Better Opportunities Include-IT Mersey. In the case of the community learning projects however, an issue of note was again the protraction in the procurement process during the autumn of 2019 with activities scheduled for commencement in October not being commissioned until November and de facto being delivered in January (learners not rushing to join classes immediately before Christmas holidays). Whilst STEC greatly values the support of major contractors, this illustrates the intense fragility of income streams and impact upon cash flow and retention of staff. Once these contracts were won and contracts issued, the projects were delivered to plan until the Covid-19 crisis caused a lockdown towards the end of the second term.

STEC was thereafter supported by the decision of the main contractors to honour profiles and to access Government support for job retention for part of the staff team. The threat to the stability of income from tenancy

was averted by supporting tenants throughout the disruptive construction programme and promoting their business continuity through the lockdowns and tiers.

Premises

During the past decade, tenancy income has fluctuated for the following reasons:

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

- i) Deterioration and subsequent disposal of Booth House de facto reducing available space to let
- ii) Deterioration of the Unit House premises (inaccessibility / cold rooms etc)
- iii) The need to relocate tenants from two buildings into one
- iv) Fortuitous attraction of major tenant (Addaction) then subsequent loss of the same tenant after three years
- v) Impact of austerity upon business confidence and stability
- vi) Disruption caused by protraction of the two phases of building improvement programmes (2016-17 then 2019-21)

For many years STEC's capacity to market and attract tenant organisations was severely hampered by features such as old windows / poor heating systems and the lack of lift access but resolution involved intense site disruption. In this situation, tenancy income was always facing constraint and limitation. Despite the challenges, STEC has retained a respectable tenant base during what has been a particularly precarious year with the Covid lockdowns and restrictions together with increased costs of Covid compliance. We must now face the future with greater confidence underpinned by a full house of premises tenants and partners.

D3 Principal Funding Sources of STEC and their relationship to the Objectives of the Charity

During the period 2019 - 2020, STEC entered into, or delivered contracts with a number of organisations whose objects were demonstrably congruous with STEC's Mission. Income earned from these contracts was expended as per the Charity's Objects and the Mission Statement. These contracts are detailed below and are connected to the aspect of the Charity's activities as set out in the Mission Statement and Section B above on Objectives and Activities:

Liverpool City Council Adult Learning Service

This programme provides STEC with the means to engage a diverse cohort of local citizens and enables STEC to promote Inclusion, Employability, Lifelong Learning and Sustainability. In short, this is the major source for STEC to achieve its charitable goal of advancing learning

The Liverpool Adult Learning Service is the single most important partner for STEC. This organisation has been the primary enabler since 2005 to support STEC's evolution as a Community Learning Provider as opposed to a Government Training Agency. The Adult Learning Service supported STEC's delivery of Neighbourhood Learning in Deprived Communities until 2011, the Community Learning Champions Programme 2009-2011 and 2012-13. In a similar vein STEC participated in the Liverpool In Work Ways to Work Programme by hosting an Intermediate Labour Market (ILM) Placement creating transitional employment for a local resident. These programmes have not only enabled STEC to make significant learning contributions in the targeted communities but have, in doing so, changed the culture of STEC itself to be much more community responsive than ever before.

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TRUSTEES' REPORT

The Community Learning Programme reflects the City of Liverpool priorities which focus upon employment and employability. However Digital inclusion and Well-being feature too. Through this funded activity, the advancement of education and relief of poverty can be advanced through STEC's endeavours

Sefton Council for Voluntary Service - STEC actively supports the Voluntary Organisations Learning Association (VOLA) and is participating in the Building Better Opportunities Project Include-IT Mersey because of the boost this can offer the STEC South Liverpool Digital Inclusion Strategy We Are Where You Are (described above). This initiative bends organisational priorities to target the older learner who is digitally excluded and may face a multiplicity of barriers to progression. Effectively STEC is the (outer) South Liverpool delivery partner for SCVS in this project which aligns very closely with STEC's objectives of relieving poverty through advancing learning and sits with the Inclusion, Lifelong Learning and Promoting Employability aspirations.

STEC delivers accredited learning through the Workers' Educational Association. This offers learners meaningful progression opportunities.

Good Things Foundation has continued to support STEC. During this year, Good Things Foundation supported STEC to conclude the Reboot Project which had used digital learning to provide opportunities to Adults living with mental illness. STEC worked with a number of veterans' projects integrating digital learning into healthy cookery workshops. In the immediate aftermath of the initial lockdown, Good Things Foundation supported STEC's sustainment with a response and resilience grant. Finally, The Good Things Foundation supported STEC to challenge family isolation and digital exclusion by donating 20 new devices through the Devices Dot Now Initiative.

Liverpool City Region Combined Authority supported STEC via the Single Investment Fund (SIF) through a £750,000 buildings improvement grant. This has been transformational in aesthetic terms, in Accessibility and in Environmental Sustainability. This obviously increases the value of the charity's asset base.

On a separate basis, Liverpool City Region funded LCR Cares effecting distribution of 32 new digital devices to digitally excluded households in Speke Garston and Belle Vale.

Commercial Income

During 2019-20, STEC's workforce development in the Social Care Sector diminished having become increasingly challenged by a decade of funding constraint in Social Care. . STEC would not wish however to move away from this offer because of the importance to financial diversity and employer links. Therefore, this funding stream is aligned to the Lifelong Learning and Sustainability aspirations.

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TRUSTEES' REPORT

Tenant Charities and Companies

Section D2 highlighted periodic fluctuations but longer term importance of premises income. The principle of tenancy remains a primary pillar of the charity's strategy for sustainability. Community Support, Business Support and Sustainability of the charity were promoted through these relationships.

The Board confirm that in planning activity they give primary consideration to the guidelines issued by the Charity Commission in regards provision of public benefit.

FUTURE PLANS

E- A New Chapter.

The conclusion of the building upgrade has coincided with the national award as Outstanding Partner of the WEA. This recognition has most recently been matched by the designation of STEC as one of the Lord Mayor of Liverpool's Charities for 2021-22. Besides being a great honour, this is a recognition by the Lord Mayor-elect, Councillor Mary Rasmussen as an elected member for Speke Garston ward, of the diverse educational, social and charitable endeavours which STEC has now dedicated for nearly four decades. 2021 will be therefore a very important year for STEC and the formal opening of the rejuvenated Unit House STEC base in September 2020

will be an opportunity for raising the charity's profile.

Whilst some minor elements of the current buildings programme are still being finalised, STEC effectively owns a transformed charity asset with modern training facilities. Nonetheless, building needs not possible for inclusion within the current programme (e.g. the roof) will at some point require investment. Therefore STEC must now utilise its facilities to achieve greater autonomy and control of its destiny in potentially uncertain times as society moves out of the current Covid-19 challenge..

This feels very much like a new chapter in the life of the charity as it approaches forty years of service. Our short term priorities will be geared to A) Board development. New trustees have joined the Council of Management in 2020 and more Trustees will join in 2021. These people will bring various aspects of expertise consistent with STEC's goals of Advancing Learning and Relieving Poverty. B) A Roadmap for STEC will be drafted and ratified which will be driven by the need to sustain the charity to deliver future outputs and outcomes justifying the investment made by Liverpool City Region Combined Authority and of course by STEC itself. This will have two linked Chapters – A Business Growth Plan and a Community Anchor Plan.

The Business Growth Plan will focus upon

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

- Diversification of STEC's curriculum and offer
- Increase in new vocational training opportunities possibly through the vehicle of a more commercially focussed Community Interest Company
- Maximisation of the use and value of the regenerated buildings (ICT Testing Suites and tenancy)
- Further development of the outreach learning offer to maintain our community reach and widen inclusive participation

Sitting alongside the Business Growth Plan, we will draft a STEC Community Anchor Plan which would incorporate the initiation and nurturing of new partnerships, links and relationships with local businesses to support their fulfilment of Corporate Social Value whilst contributing to the sustainment of STEC and the Communities which we currently serve.

In conclusion, the renewal of the building and its facilities must now be matched by a formally stated commitment from the Council of Management to renew and redefine STEC's service offer to our communities not in terms of future years ahead but in terms of future decades.

SHARE CAPITAL

The company is limited by guarantee and as such does not have a share capital.

FIXED ASSETS

Details of the movements in fixed assets are shown in the notes to the accounts.

POLITICAL CONTRIBUTIONS AND CHARITABLE DONATIONS

No political or charitable donations were made during this year.

TRUSTEES AND DIRECTORS

The names of the trustees/directors who held office during the year are shown on page 2. No remuneration was paid to any director for their services as a director.

In accordance with the memorandum and articles of association the following directors retire by rotation and being eligible offer themselves for re-election:

- W Johnstone

- D Hunt

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

Additionally since the last AGM and to the point of approval of the accounts, no new directors/trustees have been appointed to require re election at the forthcoming AGM in accordance with the constitution.

RESERVES POLICY

The Board plan for activities to make a positive contribution to overheads. The Board aims to establish and maintain a level of free reserves in order to guard against contingencies, provide for future maintenance and replacement of assets and resources and to establish a self-sustaining organisation able to manage through any change in training programmes. It was agreed that with transitions in the contractual environment, working capital would be required from these reserves and the Charity has designated £65,000 for development and transitions in short term business plans. The current level of unrestricted funds of £574,053 comprises £65,000 designated funds £247,498 general free reserves (funds not tied up in fixed assets or designated funds) and £261,555 general unrestricted funds tied up in fixed assets. Free reserves are reviewed and evaluated annually, to ensure currency and relevance to the needs of the Charity. The free reserves are required for financial stability during future capital development and future capital development will involve investment from reserves.

DAY TO DAY RISK ASSESSMENT

The Board confirm that the day-to-day controls are designed to mitigate the identified risks faced by the charity

STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the directors / trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors 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 charity and of the net incoming or outgoing resources of the charity for that period.

In preparing the financial statements, the trustees are required to:-

- Select suitable accounting policies, and then apply them consistently;
- Make judgements and accounting estimates that are reasonable and prudent;

FOR THE YEAR ENDED 31/07/2020

TRUSTEES' REPORT

- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

- Observe the methods and principles of the charities SORP

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

CONTRACTS

There were no contracts of significance in which a director/trustee is or was materially interested either during or at the end of the financial year

INDEPENDENT EXAMINER

A resolution will be proposed at the Annual General Meeting to re-appoint Julie Guinan of Harvey Guinan as Independent Examiner for the ensuing year.

The report was prepared in accordance with the special provisions within Part 15 of the Companies Act 2006.

This report was approved by the Board of Trustees on 06/04/2021



S St. V. Fitzgerald
Trustee

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2020

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF SPEKE TRAINING AND EDUCATION CENTRE LIMITED

I report on the accounts of the company for the year ended 31/07/2020 .

RESPONSIBILITIES AND BASIS OF REPORT

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

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

INDEPENDENT EXAMINERS STATEMENT

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of ACCA.

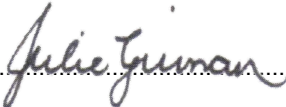
I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S STATEMENT

FOR THE YEAR ENDED 31/07/2020

.....Julie Guinan FCCA Independent Examiner

Date: 06/04/2021

Harvey Guinan LLP
Chartered Certified Accountants
310/311 Vanilla Factory
39 Fleet Street
Liverpool
Merseyside
L1 4AR
01517097797

**Statement of Financial Activities
for the year ended 31/07/2020**

	Unrestricted funds	Restricted funds	2020	2019
	£	£	Total	Total
	£	£	£	£
Income				
Income from generated funds				
Income from Investments	8	-	8	22
Income from charitable activities	220,487	707,578	928,065	326,014
Total Income and endowments	220,495	707,578	928,073	326,036
Expenses				
Costs of generating funds				
Expenditure on Charitable activities	220,225	66,225	286,450	325,901
Total Expenses	220,225	66,225	286,450	325,901
Net gains on investments				
Net Income	270	641,353	641,623	135
Gains/(losses) on revaluation of fixed assets				
Net movement in funds:				
Net income for the year	270	641,353	641,623	135
Total funds brought forward	573,783	181,457	755,240	755,105
Net funds carried forward	574,053	822,810	1,396,863	755,240

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

Speke Training and Education Centre Limited

BALANCE SHEET AT 31/07/2020

	Notes	2020	2019
		£	£
FIXED ASSETS			
Tangible assets	4	1,084,190	406,190
Investments	5	175	354
		<u>1,084,365</u>	<u>406,544</u>
CURRENT ASSETS			
Debtors (amounts falling due within one year)	6	84,158	74,941
Cash at bank and in hand		<u>376,115</u>	<u>417,238</u>
		460,273	492,179
CREDITORS: Amounts falling due within one year	7	<u>147,775</u>	<u>143,483</u>
NET CURRENT ASSETS		<u>312,498</u>	<u>348,696</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,396,863</u>	<u>755,240</u>
CAPITAL AND RESERVES			
Unrestricted funds			
General fund	9	509,053	508,783
Designated funds		65,000	65,000
Restricted funds	10	<u>822,810</u>	<u>181,457</u>
		<u>1,396,863</u>	<u>755,240</u>

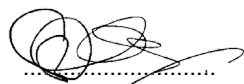
For the year ending 31/07/2020 the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Approved by the board of trustees on 06/04/2021 and signed on their behalf by



.....
S St. V. Fitzgerald
Trustee

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31/07/2020**

1. ACCOUNTING POLICIES

1a. Basis Of Accounting

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with FRS102 - The Financial Reporting Standard applicable in the UK and Republic of Ireland and the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

1b. Incoming Resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income from donations and grants including capital grants is included in incoming resources when these are receivable except as follows: When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income the income is deferred and not included in incoming resources until the preconditions for use have been met. When donors specify that donations and grants including capital grants are for particular restricted purposes which do not amount to preconditions regarding entitlement this income is included in incoming resources of restricted funds when receivable.

Voluntary income includes discretionary grants for projects, goods and services where no service agreement or contract exists. Income from donated services and facilities is included in incoming resources at a valuation which is an estimate of the financial cost borne by the donor where such a cost is quantifiable and measurable. No income is recognised when there is no financial cost borne by a third party. Interest is included when receivable by the charity.

1c. Resources Expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Charitable expenditure Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them. Governance costs These represent costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examination fees and costs linked to the strategic management of the charity.

1d. Allocation And Apportionment Of Costs

All costs relate to the single activity of the charitable company and are recognised accordingly.

1e. Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds-these are unrestricted funds of the charity which have been set aside to fund a particular purpose of the Charity.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are funds set aside by the trustees out of unrestricted general funds for the specific future purposes or projects.

1f. Depreciation

Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives.

Land And Buildings	straight line 2%
Equipment	reducing balance 15-25%

1g. Pension Costs

The company operates a defined contribution pension scheme. The pension charge represents the amounts payable by the company to the fund in respect of the year.

1h. Turnover

Turnover represents the invoiced value of goods and services supplied by the company, net of value added tax and trade discounts.

1i. Government Grants

Government grants are recognised in profit and loss in the year in which they are received.

1j. Investments

Fixed asset investments are shown at cost less amounts written off.

Provisions are made for permanent fluctuations in value.

1k. Leasing Commitments

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired under finance leases are depreciated over the shorter of the lease term and their useful lives. Assets acquired under hire purchase contracts are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the company. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to profit and loss account on a straight line basis.

1l. Preparation Of The Accounts On A Going Concern Basis

At the time of preparing accounts the trustees have reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The trustees therefore continue to operate the going concern basis of accounting in the preparation of accounts. The Trustees confirm that they have considered a period of more than 12 months from the date when the accounts are signed in assessing the going concern and business plans indicate sufficient resources are available to continue trading.

The Charity and the community it serves has been significantly effected by COVID 19. The safety of staff tenants and all those who use the Charity premises and resources is of paramount importance. The Charity has used the Government Coronavirus Job retention scheme to furlough some workers and maintained a small staff team that operated the service throughout the pandemic delivering essential support to the community whilst operating COVID safe procedures and practices. The Trustees have considered the impact of COVID 19 on the Charity and they consider that business plans and projections indicate there will be sufficient resources to continue trading in the foreseeable future and therefore they continue to adopt the going concern basis of accounting.

1m. Policy For Debtors

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

1n. Policy For Cash At Bank And In Hand

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

1o. Policy For Creditors And Provisions

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

1p. Policy For Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. DIRECTORS AND EMPLOYEES

Particulars of employees (including directors) are shown below:

Employee costs during the year amounted to:	2020	<i>2019</i>
	£	£
Wages and salaries	147,644	<i>150,825</i>
Social security costs	6,552	<i>6,833</i>
Pension costs	7,958	<i>7,702</i>
	<u>162,154</u>	<u><i>165,360</i></u>

No trustee had any material interest in any contract during the year. No trustee is paid for their services as a trustee.

3. PENSION CONTRIBUTIONS

	2020	<i>2019</i>
	£	£
Pension contributions	7,958	<i>7,702</i>
	<u>7,958</u>	<u><i>7,702</i></u>

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost represents contributions payable by the company to the fund and amounted to £7,958 (2019: £7,702). The amount owing to the pension company at 31 July 2020 was £1,125 (2019: £2,206).

4. TANGIBLE FIXED ASSETS

	Land And Buildings	Equipment	Total
	£	£	£
Cost			
At 01/08/2019	631,889	349,333	981,222
Additions	<u>701,295</u>	<u>816</u>	<u>702,111</u>
At 31/07/2020	<u>1,333,184</u>	<u>350,149</u>	<u>1,683,333</u>
Depreciation			
At 01/08/2019	308,746	266,286	575,032
For the year	<u>12,261</u>	<u>11,850</u>	<u>24,111</u>
At 31/07/2020	<u>321,007</u>	<u>278,136</u>	<u>599,143</u>
Net Book Amounts			
At 31/07/2020	<u>1,012,177</u>	<u>72,013</u>	<u>1,084,190</u>
At 31/07/2019	<u>323,143</u>	<u>83,047</u>	<u>406,190</u>

Included in land and buildings is the building known as Unit House which has been occupied by the charity and has been subject to conversion and improvement as shown in these accounts. All properties are subject to restrictive covenants imposed by the original donor. All assets are used for charitable purposes. The charity had a lease for the term of 999 years from 31 March 2003 for the land and buildings including Unit House and Booth House (now disposed of) from Speke- Garston Developments Limited. The freehold for the land was originally held by North West Development Agency, then the assets transferred to the Homes and Communities Agency and subsequently to Liverpool City Council. The trustees in 2016 have disposed of Booth House and as part of the disposal agreement Liverpool City Council awarded STEC the freehold of Unit House on 30 October 2015 replacing the 999 year lease instigated in 2003.

5. FINANCIAL ASSETS

	Shares in group companies and participating interests £	Listed Investments £	Total £
Cost			
At 01/08/2019	2	352	354
Additions	-	(179)	(179)
At 31/07/2020	<u>2</u>	<u>173</u>	<u>175</u>
Amortisation			
Net Book Amounts			
At 31/07/2020	<u>2</u>	<u>173</u>	<u>175</u>
At 31/07/2019	<u>2</u>	<u>352</u>	<u>354</u>

6. DEBTORS

	2020 £	2019 £
Amounts falling due within one year:		
Trade debtors	23,476	25,765
Other debtors	<u>60,682</u>	<u>49,176</u>
	<u>84,158</u>	<u>74,941</u>

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	<i>2019</i>
	£	£
Trade creditors	46,992	60,728
Taxation and social security	-	1,791
Other creditors	<u>100,783</u>	<u>80,964</u>
	<u><u>147,775</u></u>	<u><u>143,483</u></u>

There is a standard mortgage debenture held in the name of the Charity incorporating a fixed and floating charge over the assets of the Charity dated 21.3.96 by the Co-operative Bank.

8. LIMITED BY GUARANTEE

The company is limited by guarantee and does not have a share capital. Each member gives a guarantee to contribute a sum not exceeding £1, to the company should it be wound up. At 31/07/2020 there were 5 members.

9. UNRESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
General fund	508,783	220,495	(220,225)	-	509,053
Designated Development Fund	65,000	-	-	-	65,000
	<u>573,783</u>	<u>220,495</u>	<u>(220,225)</u>	<u>-</u>	<u>574,053</u>

Designated Development Fund

For Development and transitions in the short term business plans and including contingent liabilities.

10. RESTRICTED FUNDS

	Brought forward	Incoming resources	Outgoing resources	Transfers	Carried forward
	£	£	£	£	£
Restricted Fixed Asset Fund	181,457	650,419	(9,066)	-	822,810
LCR Cares	-	5,000	(5,000)	-	-
BBO Income	-	48,655	(48,655)	-	-
ILM	-	3,504	(3,504)	-	-
	<u>181,457</u>	<u>707,578</u>	<u>(66,225)</u>	<u>-</u>	<u>822,810</u>

Restricted Fixed Asset Fund

The incoming capital resources this year are from the Liverpool City Regional Combined Authority Special Investment Fund Liverpool South Work and Wellbeing

LCR Cares

Funds for provision of devices for people in the community who are isolated or digitally excluded

BBO Income

Joint Initiative ESF & Lottery

ILM

Intermediate Labour Market Wage Support

11. TAXATION STATUS

The charity benefits from various exemptions from taxation afforded by tax legislation and is not liable to corporation tax on income or gains falling within those exemptions. Recovery is made if appropriate of tax deducted from income and from receipts under Gift Aid. The charity is not registered for Value Added Tax.

12. GENERAL INFORMATION

Speke Training & Education Centre Limited, a charitable company limited by guarantee, is incorporated and domiciled in England and Wales, and has its registered office and principal place of business at Unit House, Speke Boulevard, Liverpool, L24 9HZ.

The principal activity of the charity is the provision of education, training and regeneration.

13. NET ASSETS BY FUND

	Tangible Fixed Assets and Investment	Net Current Assets	Total
Restricted funds	822,810	-	822,810
Unrestricted Funds	261,555	312,498	574,053
	<hr/> 1,084,365	<hr/> 312,498	<hr/> 1,396,863

14. NUMBER OF EMPLOYEES

The average monthly number of employees was:

	2020	2019
Chief Executive	1	1
Departmental Managers	2	2
Tutorial Staff/Project Co-ordinators	3	2.5
Administration/Site Services	2.5	1
Part-time Site Services	1	1
	<hr/>	<hr/>
	9.5	7.5
	<hr/>	<hr/>

15. RESOURCES EXPENDED

	2020	2019
Cost of operating the Training and Education Centre		
Tutorial Staff Costs	86,220	82,958
Beneficiary and Volunteer Costs	477	802
Adult and Community Learning Costs	30,234	54,854
Central Services and Finance Staff Costs including ILM staff	68,466	71,622
Direct Training Costs	8,755	5,219
Building Staff	11,389	10,780
Other Costs - Administration; Premises; Depreciation and Maintenance Accounting	78,909	90,106
	-	6,560
	-----	-----
	284,450	322,901
Governance Costs	-----	-----
Independent Examination Fee	2,000	3,000
	-----	-----
	286,450	325,901
	=====	=====

16. INCOMING RESOURCES

	2020	2019
Restricted		
BBO Income Joint Initiative ESF & Lottery Grants	48,655	53,097
LCRCA SIF South Liverpool Work and Wellbeing	650,419	-
LCRCA Cares Devices for isolated communities	5,000	-
ILM and Training Equipment Grants	3,504	10,195
	-----	-----
	707,578	63,292
	=====	=====
Unrestricted		
Training Sales and Services	3,924	11,730
Adult and Community Learning	125,423	183,249
Tenancy Sales and Services	51,265	67,743
Good Things Foundation Reboot and Response and Resilience Grants	4,008	-
Small Grants	500	-
WEA for training	15,944	-
CJRS Grant	19,423	
Dividends	8	22
	-----	-----
	220,495	262,744
	=====	=====
	928,073	326,036