

# IN-COMM TRAINING & MANUFACTURING GROUP

England & Wales · Charity number 528788

## Details

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Other names	IN-COMM GROUP TRAINING ASSOCIATION, WEST MIDLANDS GROUP TRAINING ASSOCIATION
Status	Registered
Legal form	Other
Registered	1971-06-08
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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**Address** Group Manufacturers Association  
Unit 12  
Vigo Place  
Aldridge  
Walsall  
WS9 8UG

**Phone** 01922 457686

**Email** [info@in-comm.co.uk](mailto:info@in-comm.co.uk)

**Website** [www.in-comm.co.uk](http://www.in-comm.co.uk)

## Activities

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**Objects:** 1)TO ADVANCE THE THEORETICAL AND PRACTICAL EDUCATION AND TRAINING OF PERSONS ENGAGED OR INTENDING TO BE ENGAGED IN THE ENGINEERING INDUSTRY OR OTHER FIELDS.2) SUBJECT TO THE FOREGOING OBJECTIVES TO EXTEND THE BENEFIT OF THE EDUCATIONAL AND TRAINING FACILITIES OF THE GROUP TO MEMBERS OF THE PUBLIC GENERALLY.

**Activities:** Promotion of training and Health and Safety Advice and Service

## Classification

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- **How:** Provides Services
- **What:** Education/training
- **Who:** Other Defined Groups

## Geography

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- Birmingham City
- Coventry City
- Dudley
- Sandwell
- Shropshire
- Solihull
- Walsall
- Wolverhampton

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-06-30	£68,681	£28,577	-	-
2024-06-30	£32,685	£28,577	-	-
2023-06-30	£19,647	£5,520	-	-
2022-06-30	£26,033	£16,665	-	-
2021-06-30	£9,788	£18,072	-	-

## Trustees

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Name	Role	Appointed
Neil Ellington Lloyd	Chair	2019-11-27
COLIN MILLS		
Gareth Jones		2020-08-28

**IN-COMM TRAINING & MANUFACTURING GROUP**

England & Wales - Charity number 528788

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# Accounts

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**IN-COMM TRAINING & MANUFACTURING GROUP**

**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 JUNE 2025**

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 30 JUNE 2025**

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**Trustees** Neil Lloyd, Joint Chairman  
Colin Mills, Secretary  
Gareth Jones

**Charity registered  
number** 528788

**Principal office** Vigo Place  
Aldridge  
West Midlands  
B74 3LS

**Accountants** Crowe U.K. LLP  
Chartered Accountants  
Black Country House  
Rounds Green Road  
Oldbury  
West Midlands  
B69 2DG

**Bankers** HSBC Bank Plc  
PO Box 68  
130 New Street  
Birmingham  
B2 4JU

Virgin Money Plc  
Jubilee House  
Gosforth  
Newcastle  
NE3 4PL

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## IN-COMM TRAINING & MANUFACTURING GROUP

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### TRUSTEES' REPORT FOR THE YEAR ENDED 30 JUNE 2025

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#### Trustees

The Trustees named have served throughout the year unless otherwise stated. Appointment of Trustees is governed by the Constitution.

#### Governance

The Management Committee is the governing body of the Group and consists of one representative of each member firm. The Executive Committee is appointed by the Management Committee to deal with the day to day running of the Group. This consists of the Trustees; N Lloyd, G Jones, C Mills, the Treasurer R Philips, and R Evans, A.Haller, C. Umney, P Hodgetts, and I Sobolewska.

During the Year the following member representatives joined the Executive Committee: J Worthington.

The Board exist to approve policies, new strategic directions, changes proposed from the group and new initiatives. Host regular meetings with the technical partners and elected board members.

#### Investment Powers

Under the Constitution, property vested in the Trustees on behalf of the Group, may be dealt with as the Committee shall from time to time by resolution direct.

#### Constitution, Objects and Policies

The Group is governed by its Constitution. The mission of the Group is:

To be a world class Midlands training support network for manufacturing and engineering companies with a hyper local approach to supporting growth through training and upskilling.

In order to achieve its mission, the Group has the following Aims and Objectives contained in the Constitution:

- To advance the theoretical and practical education and training of persons engaged, or intending to be engaged, in the engineering industry and other fields.
- Subject to the forgoing objectives, to extend the benefit of the educational and training facilities of the Group to members of the public.
- To observe best practice in the conduct of the Group.
- To do such other things as the Management Committee shall consider necessary or conducive to the carrying out of the objectives.

#### Development, Activities and Achievements

Staffing support continues to be provided and maintained by our proactive partner In-Comm Training and Business Services.

The partnership delivers robust training and development advice giving members access to the information and skills required to give them the all-important competitive edge. Membership rates are kept to minimum and represent real value for money and truly support the SME in achieving it growth and sustainability though their skills base.

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## IN-COMM TRAINING & MANUFACTURING GROUP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2025

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#### Services

Currently TMG delivers the following services to its members:

- Regular content and information from the Technical Partners
- The chance to attend the informative dinners ran by Technical Partners
- Full free legal review of your business
- Discount on - In-Comm Courses
- Access to grants and funding opportunities
- Support with Apprentice recruitment and skills matching
- Seminar programme tailored to member interest
- Access to world class technologies.

#### Technical partners

Technical Partners consist of FBCMB and In-Comm.

Technical Partners should deliver value, facilitate events and be an active participant in organisational development, initiating change and steering the TMG in the direction of future growth of membership and our community.

Technical Partner benefits and opportunities:

- Promotional Information on all TMG marketing material
- Host a bespoke event at your premises
- Host a bespoke dinner on the topic aligned to your expertise
- Exhibition and Seminars – attend a stand and showcase own materials and technology.
- Boost your profile and showcase the business as a market leader in your field of expertise to the audience of over 500 manufacturing and engineering companies
- Newsletter inclusions
- First refusal opportunity for sponsorships of the events.
- Ability to promote the TMG network to their own customer base with mailshots, brochures and other collateral.

#### Public Benefit

The Trustees confirm that they have paid due regard to the guidance given by the Charity Commission on public benefit.

#### Financial Review and Reserves

Total income in the year was £68,681 (2024 £32,685) being subscriptions for general members £19,786 (2024 £15,836) , Stem Engagement income £48,576 (2024 £16,650), bank interest of £319 (2024 £199).

Expenditure for the year was £54,047 (2024 £28,577). The net movement in Unrestricted funds was (£2,322) (2024 £3,778) and net movement in restricted funds was £16,956 (2024 £330).

Total reserves were £84,563 at 30 June 2025 (2024 £69,929)

The policy of the Group on Reserves is to maintain at least 2 years training costs in reserve.

Policy on investments is to keep surplus monies on secure, interest bearing accounts.

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**TRUSTEES' REPORT (CONTINUED)  
FOR THE YEAR ENDED 30 JUNE 2025**

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**Statement of Trustee's responsibilities**

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution. 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.

Approved by order of the members of the board of Trustees and signed on their behalf by:

**Neil Lloyd**  
Trustee  
Date: 24/2/2026

Signed by:  
  
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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 30 JUNE 2025**

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**Independent Examiner's Report to the Trustees of In-Comm Training & Manufacturing Group  
(‘the Charity’)**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 June 2025.

**Responsibilities and Basis of Report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (‘the 2011 Act’).

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent Examiner's Statement**

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2019.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: *Crowe UK LLP*

Dated: 24 February 2026

Helen Blundell

LLB FCA FCIE DChA

Crowe U.K. LLP  
Chartered Accountants  
Black Country House  
Rounds Green Road  
Oldbury  
West Midlands  
B69 2DG

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**IN-COMM TRAINING & MANUFACTURING GROUP**


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**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 30 JUNE 2025**


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	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>Income from:</b>					
Donations and legacies	3	-	48,576	48,576	16,650
Charitable activities	4	19,786	-	19,786	15,836
Investments	5	319	-	319	199
<b>Total income</b>		<b>20,105</b>	<b>48,576</b>	<b>68,681</b>	<b>32,685</b>
<b>Expenditure on:</b>					
Charitable activities		22,427	31,620	54,047	28,577
<b>Total expenditure</b>		<b>22,427</b>	<b>31,620</b>	<b>54,047</b>	<b>28,577</b>
<b>Net movement in funds</b>		<b>(2,322)</b>	<b>16,956</b>	<b>14,634</b>	<b>4,108</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		69,599	330	69,929	65,821
Net movement in funds		(2,322)	16,956	14,634	4,108
<b>Total funds carried forward</b>		<b>67,277</b>	<b>17,286</b>	<b>84,563</b>	<b>69,929</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 8 to 14 form part of these financial statements.

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**IN-COMM TRAINING & MANUFACTURING GROUP**

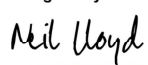

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**BALANCE SHEET  
AS AT 30 JUNE 2025**


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	Note	2025 £	2024 £
<b>Current assets</b>			
Debtors	9	17,363	11,654
Cash at bank and in hand		81,474	67,509
		<u>98,837</u>	<u>79,163</u>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	10	(14,274)	(9,234)
<b>Net current assets</b>		<b>84,563</b>	69,929
<b>Total net assets</b>		<b>84,563</b>	69,929
<b>Charity funds</b>			
Restricted funds	11	17,286	330
Unrestricted funds	11	67,277	69,599
<b>Total funds</b>		<b>84,563</b>	69,929

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

Signed by:  
  
 F66082720AA540F.....  
**Neil Lloyd**  
 Trustee  
 Date: 24/2/2026

The notes on pages 8 to 14 form part of these financial statements.

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## IN-COMM TRAINING & MANUFACTURING GROUP

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025

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#### 1. General information

In-Comm Training & Manufacturing Group is a charity in England and Wales whose registered office is 12 Vigo Place, WS9 8UG. The charity's registered number is 528788. The members of the charity are the trustees named on page 1.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

In-Comm Training & Manufacturing Group meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

##### 2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Subscription income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

##### 2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025**

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**2. Accounting policies (continued)**

**2.3 Expenditure (continued)**

All expenditure is inclusive of irrecoverable VAT.

**2.4 Cash at bank and in hand**

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

**2.5 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

**2.6 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**3. Income from donations and legacies**

	<b>Restricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Grants	48,576	<b>48,576</b>
	<hr style="border-top: 3px double #000;"/>	<hr style="border-top: 3px double #000;"/>
	<i>Restricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Grants	16,650	16,650
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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025**

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**4. Income from charitable activities**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Subscriptions - general members	19,786	19,786
	19,786	19,786
	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Subscriptions - general members	15,836	15,836
	15,836	15,836

**5. Investment income**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Bank interest	319	319
	319	319
	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Bank interest	199	199
	199	199

**6. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2025 £</b>	<b>Support costs 2025 £</b>	<b>Total funds 2025 £</b>
Direct and support costs	45,850	8,197	54,047
	45,850	8,197	54,047

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025**

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**6. Analysis of expenditure by activities (continued)**

	<i>Activities undertaken directly 2024 £</i>	<i>Support costs 2024 £</i>	<i>Total funds 2024 £</i>
Direct and support costs	23,261	5,316	28,577

**Analysis of direct costs**

	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Awards sponsorship	-	3,000
Artwork, printing, marketing and newsletters	14,230	3,941
Stem Engagement	31,620	16,320
	<b>45,850</b>	23,261

**Analysis of support costs**

	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Office and printing stationary	835	138
General expenses	1,013	1,020
IT software and telephone	255	566
Bank charges	62	92
Management fees	1,800	-
Independent Examiner's fees	4,232	3,500
	<b>8,197</b>	5,316

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025**

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**7. Independent examiner's remuneration**

The independent examiner's remuneration amounts to an independent examiner fee of £3,930 (2024 - £3,792).

**8. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

There were no employees in the current or previous period. No employee received remuneration amounting to more than £60,000 in either year.

During the year ended 30 June 2025, expenses totalling £NIL were reimbursed or paid directly to Trustees. (2024 - £NIL to Trustee).

**9. Debtors**

	2025 £	2024 £
<b>Due within one year</b>		
Trade debtors	4,775	3,375
Other debtors	12,306	8,232
Prepayments and accrued income	282	47
	17,363	11,654
	17,363	11,654

**10. Creditors: Amounts falling due within one year**

	2025 £	2024 £
Trade creditors	5,110	2,577
Accruals and deferred income	9,164	6,657
	14,274	9,234
	14,274	9,234

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025**

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**11. Statement of funds**

**Statement of funds - current year**

	<b>Balance at 1 July 2024</b>	<b>Income</b>	<b>Expenditure</b>	<b>Balance at 30 June 2025</b>
	£	£	£	£
<b>Unrestricted funds</b>				
General Funds	69,599	20,105	(22,427)	67,277
	<u>69,599</u>	<u>20,105</u>	<u>(22,427)</u>	<u>67,277</u>
<b>Restricted funds</b>				
STEM Engagement	330	48,576	(31,620)	17,286
	<u>330</u>	<u>48,576</u>	<u>(31,620)</u>	<u>17,286</u>
<b>Total of funds</b>	<b>69,929</b>	<b>68,681</b>	<b>(54,047)</b>	<b>84,563</b>
	<u><u>69,929</u></u>	<u><u>68,681</u></u>	<u><u>(54,047)</u></u>	<u><u>84,563</u></u>

**Statement of funds - prior year**

	<i>Balance at 1 July 2023</i>	<i>Income</i>	<i>Expenditure</i>	<i>Balance at 30 June 2024</i>
	£	£	£	£
<b>Unrestricted funds</b>				
General Funds	65,821	16,035	(12,257)	69,599
	<u>65,821</u>	<u>16,035</u>	<u>(12,257)</u>	<u>69,599</u>
<b>Restricted funds</b>				
STEM Engagement	-	16,650	(16,320)	330
	<u>-</u>	<u>16,650</u>	<u>(16,320)</u>	<u>330</u>
<b>Total of funds</b>	<b>65,821</b>	<b>32,685</b>	<b>(28,577)</b>	<b>69,929</b>
	<u><u>65,821</u></u>	<u><u>32,685</u></u>	<u><u>(28,577)</u></u>	<u><u>69,929</u></u>

**Restricted Funds**

STEM Engagement - The charity receives funding through Howmet for STEM engagement (Science, Technology, Engineering & Mathematics). These funds are used to subcontract The STEM Workshop Ltd to go out to schools or do engagement days at our centres for children so they have interest in our apprenticeships.

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2025**

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**12. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Current assets	81,551	17,286	<b>98,837</b>
Creditors due within one year	(14,274)	-	<b>(14,274)</b>
<b>Total</b>	<u>67,277</u>	<u>17,286</u>	<u><b>84,563</b></u>

**Analysis of net assets between funds - prior year**

	<i>Unrestricted funds 2024 £</i>	<i>Restricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Current assets	78,833	330	79,163
Creditors due within one year	(9,234)	-	(9,234)
<b>Total</b>	<u>69,599</u>	<u>330</u>	<u>69,929</u>

**13. Related party transactions**

In-Comm Training & Business Services Ltd (ITAB), In-Comm (Holdings) Limited and Marches Centre of Manufacturing & Technology operate within the same group as In-Comm Training & Manufacturing Group (ITMG), they also share Gareth Jones as a director/trustee. ITAB and In-Comm (Holdings) Limited also share Colin Mills as a director/trustee.

During the year £599 (2024: £3,875) was received from ITAB in relation to membership subscriptions paid to them on behalf of ITMG and £1,746 (2024: £NIL) was paid to them.

During the year £NIL (2024: £263) was received from Marches Centre of Manufacturing & Technology in relation to membership subscriptions and paid to them on behalf of ITMG and £1,440 (2024: £9,114) was paid to them.

At the balance sheet date, the amount owed from ITAB was £10,756 (2024: £6,375), In-Comm (Holdings) Limited was £1,050 (2024: £1,050), and Marches Centre of Manufacturing & Technology £500 (2024: £807).

**IN-COMM TRAINING & MANUFACTURING GROUP**

England & Wales - Charity number 528788

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# Accounts

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**IN-COMM TRAINING & MANUFACTURING GROUP**

**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30 JUNE 2024**

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 30 JUNE 2024**

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<b>Trustees</b>	Neil Lloyd, Joint Chairman Colin Mills, Secretary Brian Davies, Joint Chairman (Deceased 22 November 2023) Gareth Jones
<b>Charity registered number</b>	528788
<b>Principal office</b>	Vigo Place Aldridge West Midlands B74 3LS
<b>Accountants</b>	Crowe U.K. LLP Chartered Accountants Black Country House Rounds Green Road Oldbury West Midlands B69 2DG
<b>Bankers</b>	HSBC Bank Plc PO Box 68 130 New Street Birmingham B2 4JU  Virgin Money Plc Jubilee House Gosforth Newcastle NE3 4PL

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## IN-COMM TRAINING & MANUFACTURING GROUP

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### TRUSTEES' REPORT FOR THE YEAR ENDED 30 JUNE 2024

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#### Trustees

The Trustees named have served throughout the year unless otherwise stated. Appointment of Trustees is governed by the Constitution.

#### Governance

The Management Committee is the governing body of the Group and consists of one representative of each member firm. The Executive Committee is appointed by the Management Committee to deal with the day to day running of the Group. This consists of the Trustees; N Lloyd, G Jones, C Mills, the Treasurer R Philips, and R Evans, J Worthington, P Hodgetts, I Sobolewska.

During the Year the following member representatives joined the Executive Committee:  
A.Haller, C. Umney

The Board exist to approve policies, new strategic directions, changes proposed from the group and new initiatives. Host regular meetings with the technical partners and elected board members.

#### Investment Powers

Under the Constitution, property vested in the Trustees on behalf of the Group, may be dealt with as the Committee shall from time to time by resolution direct.

#### Constitution, Objects and Policies

The Group is governed by its Constitution. The mission of the Group is:

To be a world class Midlands training support network for manufacturing and engineering companies with a hyper local approach to supporting growth through training and upskilling.

In order to achieve its mission, the Group has the following Aims and Objectives contained in the Constitution.

- To advance the theoretical and practical education and training of persons engaged, or intending to be engaged, in the engineering industry and other fields.
- Subject to the forgoing objectives, to extend the benefit of the educational and training facilities of the Group to members of the public.
- To observe best practice in the conduct of the Group.
- To do such other things as the Management Committee shall consider necessary or conducive to the carrying out of the objectives.

#### Development, Activities and Achievements

Staffing support continues to be provided and maintained by our proactive partner In-Comm Training and Business Services.

The partnership delivers robust training and development advice giving members access to the information and skills required to give them the all-important competitive edge. Membership rates are kept to minimum and represent real value for money and truly support the SME in achieving it growth and sustainability though their skills base.

The purpose of TMG shifted over the years due to the change in economic landscape, macro and micro environmental changes.

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## IN-COMM TRAINING & MANUFACTURING GROUP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2024

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#### Services

Currently TMG delivers the following services to its members:

- Regular content and information from the Technical Partners
- The chance to attend the informative dinners ran by Technical Partners
- Full free legal review of your business
- Discount on - In-Comm Courses
- Access to grants and funding opportunities
- Support with Apprentice recruitment and skills matching
- Seminar programme tailored to member interest
- Access to world class technologies.

#### Technical partners

Technical Partners consist of FBCMB and In-Comm . We have a desire to increase this number. Technical Partners should deliver value, facilitate events and be an active participant in organisational development, initiating change and steering the TMG in the direction of future growth of membership and our community.

Technical Partner benefits and opportunities:

- Promotional Information on all TMG marketing material
- Host a bespoke event at your premises
- Host a bespoke dinner on the topic aligned to your expertise
- Exhibition and Seminars – attend a stand and showcase own materials and technology.
- Boost your profile and showcase the business as a market leader in your field of expertise to the audience of over 500 manufacturing and engineering companies
- Newsletter inclusions
- First refusal opportunity for sponsorships of the events.
- Ability to promote the TMG network to their own customer base with mailshots, brochures and other collateral.

#### Public Benefit

The Trustees confirm that they have paid due regard to the guidance given by the Charity Commission on public benefit.

#### Financial Review and Reserves

Total income in the year was : £32,685 (2023 £19,647) being subscriptions for general members £15,836 (2023 £ 19,503) , Stem Engagement income £16,650 (2023 £Nil), bank interest of £199 (2023 £144).

Expenditure for the year was £28,577 (2023 £5,520). The net movement in Unrestricted funds was £3,778 (2023 £ 14,127) and net movement in restricted funds was £330 (2023 £Nil).

Total reserves were £69,929 at 30 June 2024 (2023 £65,821)

The policy of the Group on Reserves is to maintain at least 2 years training costs in reserve. Policy on investments is to keep surplus monies on secure, interest bearing accounts.

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## IN-COMM TRAINING & MANUFACTURING GROUP

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### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2024

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#### Statement of Trustee's responsibilities

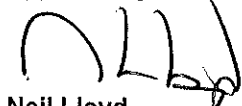
The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

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

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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Constitution. 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.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Neil Lloyd  
Trustee

Date: 23 / 11 / 2025

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## IN-COMM TRAINING & MANUFACTURING GROUP

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### INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 30 JUNE 2024

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#### Independent Examiner's Report to the Trustees of In-Comm Training & Manufacturing Group (the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 30 June 2024.

#### Responsibilities and Basis of Report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### Independent Examiner's Statement

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed: *Helen Blundell*

Dated: 23 January 2025

Helen Blundell

LLB FCA FCIE DChA

Crowe U.K. LLP  
Chartered Accountants  
Black Country House  
Rounds Green Road  
Oldbury  
West Midlands  
B69 2DG

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 30 JUNE 2024**

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	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £	<i>Total funds 2023 £</i>
<b>Income from:</b>					
Donations and legacies	3	16,650	-	16,650	-
Charitable activities	4	-	15,836	15,836	19,503
Investments	5	-	199	199	144
<b>Total income</b>		<u>16,650</u>	<u>16,035</u>	<u>32,685</u>	<u>19,647</u>
<b>Expenditure on:</b>					
Charitable activities		16,320	12,257	28,577	5,520
<b>Total expenditure</b>		<u>16,320</u>	<u>12,257</u>	<u>28,577</u>	<u>5,520</u>
<b>Net movement in funds</b>		<u>330</u>	<u>3,778</u>	<u>4,108</u>	<u>14,127</u>
<b>Reconciliation of funds:</b>					
Total funds brought forward		-	65,821	65,821	51,694
Net movement in funds		330	3,778	4,108	14,127
<b>Total funds carried forward</b>		<u>330</u>	<u>69,599</u>	<u>69,929</u>	<u>65,821</u>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 8 to 14 form part of these financial statements.

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IN-COMM TRAINING & MANUFACTURING GROUP

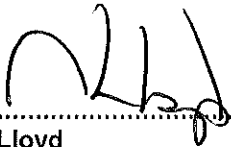
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BALANCE SHEET  
AS AT 30 JUNE 2024

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	Note	2024 £	2023 £
<b>Current assets</b>			
Debtors	9	11,654	142
Cash at bank and in hand		67,509	74,751
		<u>79,163</u>	<u>74,893</u>
Creditors: amounts falling due within one year	10	(9,234)	(9,072)
		<u>69,929</u>	<u>65,821</u>
<b>Net current assets</b>		<b>69,929</b>	<b>65,821</b>
<b>Total net assets</b>		<b>69,929</b>	<b>65,821</b>
<b>Charity funds</b>			
Restricted funds	11	330	-
Unrestricted funds	11	69,599	65,821
		<u>69,929</u>	<u>65,821</u>
<b>Total funds</b>		<b>69,929</b>	<b>65,821</b>

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

  
.....  
Neil Lloyd  
Trustee  
Date: 23/11/2025

The notes on pages 8 to 14 form part of these financial statements.

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## IN-COMM TRAINING & MANUFACTURING GROUP

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

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#### 1. General information

In-Comm Training & Manufacturing Group is a charity in England and Wales whose registered office is 12 Vigo Place, WS9 8UG. The charity's registered number is 528788. The members of the charity are the trustees named on page 1.

#### 2. Accounting policies

##### 2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

In-Comm Training & Manufacturing Group meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

##### 2.2 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Subscription income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

##### 2.3 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024**

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**2. Accounting policies (continued)**

**2.3 Expenditure (continued)**

All expenditure is inclusive of irrecoverable VAT.

**2.4 Cash at bank and in hand**

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

**2.5 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

**2.6 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**3. Income from donations and legacies**

	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<i>Total funds 2023 £</i>
Grants	16,650	16,650	-

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024**

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**4. Income from charitable activities**

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Subscriptions - general members	15,836	15,836	19,503
	<u>15,836</u>	<u>15,836</u>	
<i>Total 2023</i>	<u>19,503</u>	<u>19,503</u>	

**5. Investment income**

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Bank interest	199	199	144
	<u>199</u>	<u>199</u>	
<i>Total 2023</i>	<u>144</u>	<u>144</u>	

**6. Analysis of expenditure by activities**

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	Total funds 2023 £
Direct and support costs	23,261	5,316	28,577	5,520
	<u>23,261</u>	<u>5,316</u>	<u>28,577</u>	
<i>Total 2023</i>	<u>1,755</u>	<u>3,765</u>	<u>5,520</u>	

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024**

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**6. Analysis of expenditure by activities (continued)**

**Analysis of direct costs**

	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
Awards sponsorship	3,000	-
Artwork, printing, marketing and newsletters	3,941	1,755
Stem Engagement	16,320	-
	<u>23,261</u>	<u>1,755</u>

**Analysis of support costs**

	<b>Total funds 2024 £</b>	<b>Total funds 2023 £</b>
Office and printing stationary	138	-
General expenses	1,020	-
IT software and telephone	566	-
Bank charges	92	65
Management fees	-	1,800
Treasurer's fees	-	(1,600)
Accountancy fees	-	3,500
Independent Examiner's fees	3,500	-
	<u>5,316</u>	<u>3,765</u>

**7. Independent examiner's remuneration**

The independent examiner's remuneration amounts to an independent examiner fee of £3,500 (2023 - £ -).

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024**

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**8. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

There were no employees in the current or previous period. No employee received remuneration amounting to more than £60,000 in either year.

During the year ended 30 June 2024, expenses totalling £NIL were reimbursed or paid directly to Trustees. (2023 - £nil to Trustee).

**9. Debtors**

	2024 £	2023 £
<b>Due within one year</b>		
Trade debtors	3,375	-
Other debtors	8,232	142
Prepayments and accrued income	47	-
	<u>11,654</u>	<u>142</u>

**10. Creditors: Amounts falling due within one year**

	2024 £	2023 £
Trade creditors	2,577	-
Accruals and deferred income	6,657	9,072
	<u>9,234</u>	<u>9,072</u>

**IN-COMM TRAINING & MANUFACTURING GROUP**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024**

**11. Statement of funds**

**Statement of funds - current year**

	Balance at 1 July 2023 £	Income £	Expenditure £	Balance at 30 June 2024 £
<b>Unrestricted funds</b>				
General Funds - all funds	65,821	16,035	(12,257)	69,599
<b>Restricted funds</b>				
STEM Engagement	-	16,650	(16,320)	330
<b>Total of funds</b>	<b>65,821</b>	<b>32,685</b>	<b>(28,577)</b>	<b>69,929</b>

**Statement of funds - prior year**

	Balance at 1 July 2022 £	Income £	Expenditure £	Balance at 30 June 2023 £
<b>Unrestricted funds</b>				
General Funds - all funds	51,694	19,647	(5,520)	65,821

**Restricted Funds**

STEM Engagement - The charity receives funding through Howmet for STEM engagement (Science, Technology, Engineering & Mathematics). These funds are used to subcontract The STEM Workshop Ltd to go out to schools or do engagement days at our centres for children so they have interest in our apprenticeships.

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**IN-COMM TRAINING & MANUFACTURING GROUP**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2024**

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**12. Analysis of net assets between funds**

**Analysis of net assets between funds - current period**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Current assets	330	78,833	79,163
Creditors due within one year	-	(9,234)	(9,234)
<b>Total</b>	330	69,599	69,929

**Analysis of net assets between funds - prior period**

	<i>Unrestricted funds 2023 £</i>	<i>Total funds 2023 £</i>
Current assets	74,893	74,893
Creditors due within one year	(9,072)	(9,072)
<b>Total</b>	65,821	65,821

**13. Related party transactions**

In-Comm Training & Business Services Ltd (ITAB), In-Comm (Holdings) Limited and Marches Centre of Manufacturing & Technology operate within the same group as In-Comm Training & Manufacturing Group (ITMG), they also share Gareth Jones as a director/trustee. ITAB and In-Comm (Holdings) Limited also share Colin Mills as a director/trustee.

During the year £3,875 (2023: £7,950) was received from ITAB in relation to membership subscriptions paid to them on behalf of ITMG and £Nil (2023: £142) was paid to them.

During the year £263 (2023: £250) was received from Marches Centre of Manufacturing & Technology in relation to membership subscriptions and paid to them on behalf of ITMG and £9,114 (2023: £Nil) was paid to them.

At the balance sheet date, the amount owed from ITAB was £6,348 (2023: £142), In-Comm (Holdings) Limited was £1,050 (2023: £Nil), and Marches Centre of Manufacturing & Technology £834 (2023: £Nil).

**IN-COMM TRAINING & MANUFACTURING GROUP**

England & Wales - Charity number 528788

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# Accounts

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**IN-COMM TRAINING & MANUFACTURING GROUP**

**Charity number: 528788**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**for the year ended**

**30 JUNE 2022**

## IN-COMM TRAINING & MANUFACTURING GROUP

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**Trustees:** Neil Lloyd  
Colin Mills  
Brian Davies  
Gareth Jones

Joint Chairman  
Secretary  
Joint Chairman

**Charity Number:** 528788

**Charity Address:** Vigo Place  
Aldridge  
West Midlands  
WS9 8UG

**Treasurer:** Gerald Davis  
61 Wood Lane  
Sutton Coldfield  
West Midlands  
B74 3LS

**Independent Examiner:** Nicholas Simkins FCA  
The Dower House  
Bonehill  
Staffordshire  
B78 3HX

**Bankers:** HSBC Bank Plc  
PO Box 68  
130 New Street  
Birmingham  
B2 4JU

Virgin Money Plc  
Jubilee House  
Gosforth  
Newcastle  
NE3 4PL

## **IN-COMM TRAINING & MANUFACTURING GROUP**

### **TRUSTEES' REPORT**

**for the year ended 30 June 2022**

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The Trustees present their report and accounts for the year ended 30 June 2022.

#### **Legal and Administrative**

The Group is an unincorporated charity and is governed by its Constitution.

#### **Trustees**

The Trustees named on page 1 have served throughout the year unless otherwise stated. Appointment of Trustees is governed by the Constitution. They are appointed or removed by the Management Committee.

#### **Governance**

The Management Committee is the governing body of the Group and consists of one representative of each member firm. An Executive Committee is appointed by the Management Committee to deal with the day to day running of the Group. This consists of the Trustees, N Lloyd, C Mills B Davies and G Jones, the Treasurer G Davis and R Evans, P Hodgetts, D Lightwood, I Sobolewska who hold regular meetings.

#### **Investment Powers**

Under the Constitution, property vested in the Trustees on behalf of the Group, may be dealt with as the Committee shall from time to time by resolution direct.

#### **Constitution, Objects and Policies**

The Group is governed by its Constitution. The mission of the Group is:

- To become a lead organisation for the resourcing to members of Training and Health & Safety advice and service.
- To secure and apply funds to promote best practice in People Management and Training for the benefit of member firms and individuals.

In order to achieve its mission, the Group has the following Aims and Objectives contained in the Constitution:

- To advance the theoretical and practical education and training of persons engaged, or intending to be engaged, in the engineering industry or other fields.
- Subject to the foregoing objectives, to extend the benefit of the educational and training facilities of the Group to members of the public generally.

## **IN-COMM TRAINING & MANUFACTURING GROUP**

### **TRUSTEES' REPORT (continued)**

**for the year ended 30 June 2022**

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Further powers of the Group are:

- To observe best practice in the conduct of the Group.
- To do such other things as the Management Committee shall consider necessary or conducive to the carrying out of the objectives.

#### **Development, Activities and Achievements**

The Group has continued to promote training through the introduction of a training grant to members towards non-legislative training. This is also to be used to recruit new members for the Group. The Group has developed an online Group news service. We have a new Business Development Manager on board to help grow the membership as well as ensure all the benefits we offer are maximised by members.

We have taken time this year to review our vision and have restated it as:

The Training & Manufacturing Group exists to be a world class Midlands training support network for manufacturing and engineering companies with a hyper local approach to supporting growth through training and upskilling.

The group and the technical partners deliver the following services to its members:

- Regular content and information from the Technical Partners
- The chance to attend the informative dinners ran by Technical Partners
- Full free legal review of your business
- Discount on more than 100 - In-Comm Courses
- Access to grants and funding opportunities
- Support with Apprentice recruitment and skills matching
- Seminar programme tailored to member interest
- Access to world class technologies.

A Technical Partner is an associate member of a higher level who also sits at The Operations Board. The Board meets on a monthly basis to discuss national initiatives, grants and funding opportunities, seminar content and marketing opportunities.

Some of the Technical Partner benefits are:

- Promotional Information on all TMG marketing material
- Hosting regular dinners on the topic aligned to their expertise
- Inclusion within the monthly newsletters

## **IN-COMM TRAINING & MANUFACTURING GROUP**

### **TRUSTEES' REPORT (continued)**

**for the year ended 30 June 2022**

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Together with the Board the Technical Partners have the following events planned for 2023:

- Return of factory tours and best practice sharing events
- Inclusivity and diversity dinner
- Employment and HR seminar
- Grants and funding seminar
- Sustainability and carbon neutral dinner

Socials include:

- Horse racing at Worcester
- Golf day
- Motorsport (various locations)
- Members Christmas lunch

#### **Public Benefit**

The Trustees confirm that they have paid due regard to the guidance given by the Charity Commission on public benefit.

#### **Financial Review and Reserves**

Total income in the year was £26,033 (2021:£9,788) being subscriptions for general members £25,900 (2021:£9,743) bank interest of £29 (2021:£45) and sundry income £104 (2021: nil).

Expenditure for the year was £16,665 (2021:£18,072). The net movement in funds was a surplus in the year of £9,368 (2021: deficit £8,284).

Reserves were £51,694 at 30 June 2022 (2021: £42,326)

The policy of the Group on Reserves is to maintain at least 2 years training costs in reserve.

Policy on investments is to keep surplus monies on secure, interest bearing accounts.

## **IN-COMM TRAINING & MANUFACTURING GROUP**

### **TRUSTEES' REPORT (continued)**

**for the year ended 30 June 2022**

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#### **Statement of Trustees' Responsibilities**

The Trustees are required under the Constitution of the Charity to prepare the Trustees' Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice)

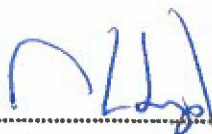
The law applicable to charities in England & Wales requires the Trustees to prepare the financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of its results for that period. In preparing those financial statements the Trustees are required to:

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

The Trustees are responsible for keeping proper accounting records that 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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the Charity Constitution. 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.

#### **Approval**

This Report was approved by the Trustees on 23 March 2023 and signed on their behalf.



.....  
**Neil Lloyd**  
**Trustee**

## **IN-COMM TRAINING & MANUFACTURING GROUP**

### **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF IN-COMM TRAINING & MANUFACTURING GROUP**

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I report to the trustees on my examination of the accounts of the Charity for the year ended 30 June 2022, which are set out on pages 7 to 11.

This report is made solely to the Charity's trustees, as a body, in accordance with Regulation 31 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity's trustees as a body, for my work, for this report, or for the statement I have made.

#### **Responsibilities and basis for report**

As the charity trustees of the In-Comm Training & Manufacturing Group you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act")

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

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.



Nicholas Simkins FCA  
The Dower House  
Bonehill  
Staffordshire

23 March 2023

## IN-COMM TRAINING & MANUFACTURING GROUP

### STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 30 June 2022

	Notes	Unrestricted Funds 2022	Unrestricted Funds 2021
<b>Incoming Resources</b>			
<b>Income &amp; Endowments from:</b>			
Charitable activities	2.3	26,004	9,743
Investments	2.4	29	45
		-----	-----
<b>Total</b>		<b>£26,033</b>	<b>£9,788</b>
		=====	=====
<b>Resources Expended</b>			
Charitable activities:			
Management fees		1,800	1,800
Treasurer's fees		1,600	1,400
Independent Examiner's fees		3,500	3,000
Sundries		-	1,116
Committee expenses		100	-
Technical Partners	2.5	9,665	10,756
		-----	-----
<b>Total</b>		<b>£16,665</b>	<b>£18,072</b>
		=====	=====
<b>Net movement in funds</b>		<b>9,368</b>	<b>(8,284)</b>
<b>Total funds brought forward</b>		<b>42,326</b>	<b>50,610</b>
		-----	-----
<b>Total funds carried forward</b>		<b>£51,694</b>	<b>£42,326</b>
		=====	=====

There were no recognised gains or losses for the 2022 or 2021 years other than those included in the Statement of Financial Activities.

The notes on pages 9 to 11 form part of these accounts.

## IN-COMM TRAINING & MANUFACTURING GROUP

### BALANCE SHEET

as at 30 June 2022

	Notes	2022	2021
<b>CURRENT ASSETS</b>			
Debtors and prepayments	2.6	750	2,250
Virgin Money Deposit Account		23,682	23,654
Bank Balances		34,768	22,622
		<u>59,200</u>	<u>48,526</u>
<b>CURRENT LIABILITIES</b>			
Creditors and accruals: Amounts falling due within one year	2.7	(7,506)	(6,200)
		<u>£51,694</u>	<u>£42,326</u>
		=====	=====
<b>Total assets less current liabilities</b>		<b>£51,694</b>	<b>£42,326</b>
		=====	=====
<b>Total funds (Unrestricted)</b>		<b>£51,694</b>	<b>£42,326</b>
		=====	=====

In accordance with section 145 of the Charities Act 2011, the charity is exempt from the requirement for an audit. The constitution does not require the charity to obtain an audit of its accounts for the year in question; the exemption from audit has therefore been claimed

Approved by the Trustees on 23 March 2023 and signed on their behalf.



.....  
**Neil Lloyd**  
**Trustee**

The notes on pages 9 to 11 form part of these accounts.

## **IN-COMM TRAINING & MANUFACTURING GROUP**

### **NOTES TO THE ACCOUNTS**

**for the year ended 30 June 2022**

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#### **1. ACCOUNTING POLICIES**

##### **1.1 Basis of Preparation of Accounts and Going Concern**

The registered office is Vigo Place, Aldridge, West Midlands, WS9 8UG and is domiciled in England and Wales (Charities Commission number 528788)

The accounts are prepared under the historical cost convention and include the results of the Charity's operations which are described in the Trustees' Report and all of which are continuing.

The accounts have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice 2019 and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and with the Charities Act 2011.

In-Comm Training & Manufacturing Group meets the definition of a public benefit entity under FRS102.

The accounts have been prepared on a going concern basis and rounded to the nearest £ sterling.

The Trustees consider it is appropriate to prepare the accounts on a going concern basis with the group having made a surplus of £9,368 in the year and having total funds of £51,694 at 30 June 2022.

1.2 Value Added Tax is not recoverable by the Charity and, as such, is included in the relevant costs in the Statement of Financial Activities.

1.3 Bank interest is recorded when receivable.

1.4 Expenditure is included in the accounts on an accrual basis.

1.5 Expenditure on grants is recorded once the Group has made an unconditional commitment to pay the grant and this is communicated to the beneficiary or the grant has been paid, whichever is the earlier.

1.6 Subscriptions are included in the accounts when billed.

#### **2. NOTES TO THE ACCOUNTS**

##### **2.1 Taxation**

The Group is a registered Charity and accordingly is exempt from taxation on its income and gains where they are applied for charitable purposes.

## IN-COMM TRAINING & MANUFACTURING GROUP

### NOTES TO THE ACCOUNTS (continued)

for the year ended 30 June 2022

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#### 2.2 Related Party Transactions

Two Trustees were paid travelling expenses totalling £100 in the year (2021 no trustees were paid).

Management fees totalling £1,800 were paid to a company (In-Comm Training & Business Services Limited) of which two of the Trustees are Directors (2021- £1,800). There was £1,800 outstanding at the year-end included within creditors.

None of the trustees have been paid any remuneration or received any other benefits from any employment with the group

2.3 Charitable Activities	2022	2021
Subscriptions – General Members	25,900	9,743
Sundry income	104	-
	<hr/>	<hr/>
	£26,004	£9,743
	=====	=====
2.4 Investments	2022	2021
Bank interest	£ 29	£ 45
	=====	=====
2.5 Expenditure re Technical Partners	2022	2021
Salary and employment costs	-	8,457
Events, meetings and adverts	4,793	-
Awards sponsorship	1,200	-
Artwork, printing, marketing and newsletters	3,672	2,299
	<hr/>	<hr/>
	£9,665	£10,756
	=====	=====

**IN-COMM TRAINING & MANUFACTURING GROUP**

**NOTES TO THE ACCOUNTS (continued)**

**for the year ended 30 June 2022**

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**2. NOTES TO THE ACCOUNTS (continued)**

<b>2.6</b>	<b>Analysis of debtors</b>	<b>2022</b>	<b>2021</b>
	Subscriptions due	750	750
	Refund due	-	1,500
		<hr/>	<hr/>
		£750	£2,250
		=====	=====
<b>2.7</b>	<b>Analysis of creditors and accruals</b>	<b>2022</b>	<b>2021</b>
	Management fees	1,800	1,800
	Independent examiner's fees	3,500	3,000
	Treasurer's fees	1,600	1,400
	Artwork and marketing	606	-
		<hr/>	<hr/>
		£7,506	£6,200
		=====	=====

**2.8 Staff Costs**

No staff costs were incurred during the year. In 2021 staff costs of £8,457 were the recharges for a member of staff employed by In-Comm Training & Business Services Limited.

The average number of staff employed by the Group was none (2020:1)

No employees earned in excess of £60,000 during the 12 month period

**2.9 Contingent Liabilities and Capital Commitments**

There are no contingent liabilities. Capital commitments at 30 June 2022 were £nil (2021: £Nil).