

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2025.

Chair's report

It gives me great pleasure to introduce the Impact Training (NI) Ltd Trustees Annual Report. 2024/2025 has witnessed the continued growth of the organisation, including greater staff numbers and a wider offer of service provision. Performance Outputs across our contracts have grown once again, whilst retention on our programmes continues at very high levels. This year also proved to be our highest ever intake, with over 160 new students joining the programme.

I welcome Sinead Mulholland – Self-employed Counsellor and Supervision Therapist, onto our Board of Trustees. Sinead brings with her a wealth of wellbeing and therapeutic experience that further strengthens the niche expertise areas and governance of the organisation.

We successfully achieved extension funding for our JACGS service, providing ongoing partnership delivery within the Belfast Works Connect consortium, through to March 2026. This renews our commitment to the delivery of our adult training and employability service provision within the Community. Our Job Assist Centre service continues its critical work with economically inactive service users across our key delivery area of Greater Shankill. During the past year, this service has widened its reach to other communities, and we now have an active and full-time delivery presence in Carrickfergus & Larne.

We continue to progress our bespoke family engagement and family support services, with our dedicated parents' evenings growing in stature, popularity and attendance. Our Employer Engagement and careers services continue to grow through our dedicated Vocational Experiences Team (VET.) Work placement numbers have grown steadily during the year, and the team have engaged a wide range of new employers across the vocational sectors. Alongside this, the VET Team have introduced a wider menu of employability and careers options that provide more diverse immersive experiences for students to develop their future employment prospects.

Apprenticeship progressions have grown considerably over the past year. This is due to the hard work and dedication of the VET Team and the Vocational Tutors, who have been actively promoting apprenticeship progression and developing strategic working relationships and partnerships with sectoral employers.

Our new Strategic Plan (Forward to Fifty,) is continuing in its developmental stages, and we are on track to launch the new plan next year. One key development coming from the strategic planning has been the creation of a brand-new Mission & Vision for the organisation. These have since been endorsed and approved by Trustees and are now proactively promoted with literature and physical signage throughout our premises.

To satisfy the growth in our numbers, outputs and retention, it has been necessary to increase our staffing levels again this year. The organisation currently employs a total of 52 staff across all contracts (Youth Training & Adult Employability.) We continue to regularly review our capacity through workforce development planning and to ensure that we can provide the highest levels of service delivery that our students and clients expect from us.

Our Digital Hub continues to use new and creative approaches to teaching, alongside the standard delivery requirements within the ICT & Business Administration qualifications. Gaming, Coding and 3D Printing have proven extremely popular extra-curricular activities for students, culminating in additional evening programmes with current students and students from the Girls Model and Boys Model

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

schools. Working relationships with Ulster University and Queens University continue to flourish, with both institutions providing on-site sessions and masterclasses across the wider digital spectrum.

Our end of year financial position shows a net surplus of £124k, an extremely positive end of year position considering the significant in-year capital and revenue investment of around £485k and provided in greater detail within this report. Our 'cash at bank' position has also increased again this year, clearly demonstrating a healthy balance between investment and financial governance. All of these equate to a very successful financial year for the company.

The organisation remains committed to the continuous personal development (CPD) of our staff, with a total of 5 staff completing teacher training and/or assessor awards during the year, further solidifying and strengthening our staff teams.

Key Highlights

- In-year Revenue & Capital Investment totalling £485k.
- Creation of a brand-new Vocational Pathway (Painting & Decorating.)
- A 25% increase in student intake compared to the previous reporting year.
- Significant growth in Apprenticeship Progressions and the development of sound working partnerships with employers.
- Continued growth of our more recent vocational investments including youth work, hairdressing & barbering.
- Recruitment of additional Vocational Tutors to support growing areas such as Childcare & Engineering.
- Strategic recruitment of specialist support staff in preparation for the new SfL&W 2 contract.
- Significant investments in digital futureproofing & modern technologies including hardware and software.
- Advancement of our Evening Enterprise project (Lanark Enterprises.)
- Ongoing delivery of NI Executive Office Communities in Transition initiatives (JACGS delivery.)
- Continued investment in modern industry relevant equipment to Engineering and Joinery workshops.
- Continued company investment in broad base training, enrichment programmes and citizenship projects.

I remain confident that our Board of Trustees will continue to invest progressively for the future, enhancing our offer and work-related experiences, for the benefit of all of our service users.

This report details the incredible successes achieved by our hardworking Management and Staff teams, who work tirelessly to enhance the life opportunities of the whole community, and assist participants on a pathway to positive outcomes. At this point I would like to extend my personal thanks to my fellow Board of Trustees members, for their ongoing voluntary contribution and dedication, and to the tireless efforts of our Senior Management and Staff Teams.

Signature _____ Date 17th September 2025

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Reference and administrative details

Registered charity name Impact Training NI Limited

Charity registration number NIC100694

Company registration number NP000226

Principal office and registered office 16 Lanark Way
Belfast
BT13 3BH

The trustees

Mr Ian Jamison
Mr William Hutchinson
Mr Paul Magee
Mrs Nicola Verner
Mr Alan Waite
Mr Dennis Murray
Mrs Sinead Mulholland

Company secretary Mr Paul Magee

Auditor Finegan Gibson Ltd
Chartered accountants & statutory auditor
Causeway Tower
9 James Street South
Belfast
BT2 8DN

Bankers Ulster Bank Ltd
11-16 Donegall Square East
Belfast
BT1 5UB

Solicitors Elliot Duffy Garrett
Royston House
34 Upper Queen Street
Belfast
BT1 6FD

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management

Impact Training (NI) Ltd is a community-based Training Organisation set up as an Industrial Provident Society and a registered charity, and has been operating since 1978 (formally known as Crumlin Road Opportunities LTD). We are located in the Greater Shankill area of Belfast, and we support young people and adults across Belfast (including Carrickfergus & Larne,) with their barriers to employment and learning, helping them to reach their full potential.

Management Committee/Trustees

The Board of Trustees of the charitable company Impact Training (NI) Ltd are its trustees for the purposes of charity law. Throughout this report they are collectively referred to as "the management committee". The management committee serving from 1st April 2023 to 31st March 2024 were as follows:

Ian Jamison	Chairperson (Retired, BHSCT)
Paul Magee	Secretary & Audit/Risk Sub-Group (Retired, Belfast City Council)
William Hutchinson	Vice Chair & Audit/Risk Sub-Group (Mount Vernon Community Development Forum)
Ellen Dickson	Committee Member, (Vice President of Enterprise Health Practice – Telefonica Tech)
Nicola Verner	Committee Member, (Co-Director - Greater Shankill Partnership)
Alan Waite	Committee Member & Audit/Risk Sub-Group (Senior Manager RCity Belfast)
Dennis Murray	Committee Member & Chair Audit/Risk Sub-Group (Retired, General Manager Impact Training (NI) Ltd.)
Sinead Mulholland	Committee Member (Private Professional Counselling & Supervision Support)

Board of Trustees

Impact Training (NI) Ltd is a registered charity and Industrial Provident Society. The Rules of Impact (Memorandum and Articles of Association,) sets out the organisations' internal governance structure. It is the organisation's Governing document and is fully compliant with the Charities Act 2011, the Industrial and Provident Societies (Northern Ireland) Act 1969 and The Industrial and Provident Societies (Northern Ireland) Order 2005.

Impact is governed by a Board of Trustees, made up of eight voluntary members with the relevant skills and expertise to fulfil their responsibilities as Board Members. The Committee meets monthly and is responsible for the strategic direction and policies of the charity. Under the requirements of the Memorandum and Articles, the members of the Management Committee are elected to serve for a period of three years, after which they must be re-elected at the next Annual General Meeting.

Key designated officers are elected by the Members of the Committee, these roles include: A *Chairperson*, *Vice Chairperson*, *Company Secretary* and *Treasurer*. The designated officers are elected to serve for one year, after which re-election for the roles normally takes place at the August monthly meeting.

Day-to-day responsibility for the provision of services rests with the **Executive Director Gary R. McKay**, supported by the Quality Manager, JACGS Manager & Coordinator, VET Manager and the Senior Team Leads. The Executive Director is responsible for ensuring that the charity delivers the services specified and also has responsibility for the day-to-day operational management of the organisation, supervision of the Senior Management Team and Vocational Tutors, skills development and good working practice.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Responsibilities of the Board of Trustees

The Board of Trustees is accountable for the work of the organisation. The matters reserved for the Committee include; the approval of strategy; the budget; the business plan; the Annual Report and Financial Statements. The Management Committee also retains oversight of management controls and corporate governance, along with the appointment of Committee members, the Executive Director and senior staff positions.

All members of the Committee give their time voluntarily and receive no financial or material benefits from the charity. Any expenses claimed from the charity are set out in a note to the accountants.

Risk Management

The Board of Trustees recognises the inherent risks in working with disadvantaged young people, vulnerable adults and in raising funds to pay for its work. The span of these risks is wide, including health and safety, client safeguarding, programme development and fundraising. The Board works to mitigate the risks that it takes and aims to deliver safe and effective opportunities for all service users. The Board of Trustees ensures the organisation manages its risk effectively and as follows:

Risk assessment: Risk management is managed via a bespoke organisational Risk Register, and co-ordinated through the appointed **Audit and Risk Committee (ARC)**, chaired by a member **Dennis Murray** from the Board of Trustees. Members include the Executive Director and an elected selection of Committee Members with extensive expertise in Financial and Operational Risk Management. The ARC meets twice-yearly and reports to the Board of Trustees as required.

Risk Register: A dedicated organisational **Risk Register** is analysed, updated and maintained on a monthly basis, and tabled at designated Board of Trustees meetings and all ARC meetings.

Internal Audit: This function falls under the remit of the ARC which is responsible for the audit of operations and finance, including process improvement, value for money, systems development, risk assessment, projects and major contracts. Attention is prioritised in the areas considered most at risk, in response to the changing risk profile, and an audit plan is agreed by the Board of Trustees annually.

Health and Safety: The company has invested in IOSH & NEBOSH Health & Safety training for 2 staff members (**Tommy Harrison & William Wilson**.) Furthermore, both staff members have been elevated to a Health & Safety designated role and report to the Executive Director, providing advice and support in relation to Health and Safety compliance. Health and safety reports also feed into the organisations Risk Register, and the Health & Safety designees present to the board of Trustees annually.

Quality Assurance: The Quality Manager (**Connor Nellis**), supported by the Compliance Manager (**Hammy Sterrett**), ensures that contractual quality requirements and standards are met through regular quality assurance reviews, self-evaluation and quality improvement planning. Any risks emerging are fed back to the Executive Director and ARC.

Contractual Compliance: The Compliance Manager (**Hammy Sterrett**), and supported by the Compliance Project Officer (**Ian Bolton**), maintain all aspects of contractual compliance within our programmes. These include both financial compliance and programme compliance and remains a strong of senior management delivery. Any risks emerging are fed back to the Executive Director and ARC.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Emerging Risk: The Executive Director, supported by **ARC**, monitors changes in legislation, government policy and funding environments, and reports to the Board of Trustees on the potential opportunities and impact of any changes. Where applicable, responses to the changing risk environment are also monitored in the organisation's **Risk Register**.

The Board of Trustees considers that the organisation is operating a high standard of risk management and internal control, that identifies and assesses risks facing the organisation in compliance of the Charity SORP and our contractual obligations. The major risks to which the charity may be exposed, are considered by the Board of Trustees, are reviewed, with systems and procedures established to manage those risks.

Objectives and activities

Mission

To deliver, with compassion for our communities, high quality training opportunities that foster positive change in the lives of our people, by equipping them with the skills and values needed to reach their full potential.

Vision

Empower to Succeed

Principles and Values

We promote the following values in all of our work:

- belief in the **potential of young people and adults**.
- the importance of **remaining a community-based organisation** meeting community needs.
- providing a flexible **client-centred approach** that is caring and compassionate.
- the inclusion of all sections of the community, offering **equal access to services and support**.
- our role in wider **regeneration and economic development** at community and city level.
- the value of **working with the whole family**.
- that everyone should be **treated with respect** in an open, honest and professional manner.
- the importance of **partnership and collaborative working** to maximise client benefit.

Strategic Objectives

1. To provide quality occupational and employability training to school leavers and young people aged 16-24 in the Greater Shankill and Greater Belfast area.
2. To provide quality education, training and into employment support to unemployed, underemployed and economically inactive adults in the Greater Shankill, Greater Belfast, Carrickfergus & Larne.
3. To provide opportunities for upskilling and reskilling as driven by labour market need.
4. To provide careers education, information, advice and guidance to support informed decision-making.
5. To strengthen employer engagement; developing a comprehensive approach which puts employers at the heart of all Impact Training service provision.
6. To provide specialist support for hard-to-reach groups, utilising all existing support services which can help young people and adults who have been outside the labour market for long periods.
7. To develop, nurture and facilitate strategic partnership working across the Greater Shankill, Greater Belfast and Mid & East Antrim areas.
8. To constantly review our training offer and ensure that it remains relevant to the needs of our service users.
9. To develop and deliver digital skills across all training areas.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Impact Training has two charitable purposes:

Purpose 1

To provide occupational and employability training to unemployed school leavers and young people (16-24 year olds) in the Greater Shankill and Greater Belfast area.

Directly benefiting from this purpose are school leavers and young people becoming qualified with skills and knowledge that meet local and regional employer needs, as well as providing the young person with the opportunity to progress onto apprenticeships, employment and further education. These benefits will be demonstrated through attainment of government targets for progression into employment, apprenticeships or further education. This purpose does not give rise to any harm, but rather, promotes social, educational and emotional wellbeing. The intended beneficiaries of this purpose are unemployed young people in the Greater Shankill and Greater Belfast area, including school leavers and those classified as NEET (Not in Employment, Education or Training,) who require support to secure employment, apprenticeships or progress to further education. Additional beneficiaries will be the local and regional employers with relevant recruitment opportunities, and the local communities, through pro-active citizenship and reduced levels of anti-social behaviour associated with high levels of low educational achievement, unemployment and economic inactivity.

Purpose 2

To provide education, training and into-employment support to unemployed, underemployed and economically inactive adults in the Greater Shankill and Greater Belfast area.

The direct benefits from this purpose include improved employment prospects among the unemployed, underemployed and economically inactive adults of the Greater Shankill and Greater Belfast area, impacting on and reducing levels of unemployment and economic inactivity. These benefits will be demonstrated through attainment of government targets for unemployed and economically inactive adults into sustained employment. This purpose does not give rise to any harm, but rather, promotes training and employability as a way to increase social wellbeing and local economic growth. Additional beneficiaries will be the local economy, local and regional employers with relevant recruitment opportunities, and the local communities, through pro-active training and employability interventions, assisting all service users to overcome high levels of unemployment and economic inactivity.

Impact Training Programmes and Services

To meet these purposes and maximise Public Benefit, we provide the following programmes and services from two key sites namely, our Training Centre at 14-16 Lanark Way and our Job Assist Centre at 252 Shankill Road:

- Apprenticeships NI and Skills for Life & Work (DfE)
- Belfast Works Connect (DLUHC)

as well as other bespoke programmes that complement and enrich our purposes including.

- Communities in Transition Work Placement Programme (NI Executive Office)

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Achievements and Performance

Skills for Life & Work (SfL&W)

SfL&W is the Department for the Economy's mainstream programme targeted at young people aged 16 to 17 (up to 24 if coming from a care background or requiring additional support,) to provide them with the skills, confidence and support they need to secure employment. Young people undertaking SfL&W join the programme at a level appropriate to their ability, and are supported to progress accordingly within the programme, progress to employment upon completion, and ideally take up opportunities available through AppsNI to study for higher level qualifications whilst they are in employment.

This year the organisation worked with 269 young people, made up of 167 new recruits and 102 young people who progressed onto year 2 or 3 training during their training offer. All of our outputs and successes within the reporting year are given within the sets of data tables further below.

ApprenticeshipsNI (AppsNI) and Apprenticeships21 (APPS21.)

Apprenticeship recruitment has continued to grow steadily over the past year, with 28 Apprenticeship starts (20% increase on the previous year,) whilst we are now also seeing Apprenticeship Completer Numbers starting to grow throughout all of 2025. Whilst our Engineering, Childcare and Painting & Decorating pathways have seen the most significant growth, numbers also remain steady across our other vocational areas.

There has been significant development in the organisation's capacity to consistently deliver quality provision across all sector areas offered. A 2023 review of our Apprenticeship uptake led to changes to the delivery model that now provides a sound base from which to grow Apprenticeship provision again during the incoming year.

Note: New VET Team Manager is responsible for Apprenticeships, as well as work placements and delivery of the employability qualification.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) (continued)

Year ended 31 March 2025

SKILLS FOR LIFE & WORK 2021 – PERFORMANCE ANALYSIS [Data as of 01/04/2025]

COHORT	All P&T Areas	2021-22	2022-23	2023-24	2024-25	OVERALL
Programme Starts (Stayed more than 4 weeks)		22	90	137	167	466
Current (still on the programme)		0	16	84	153	253
Retained DfE (52 weeks or more)		58	77	104	2	251
Completers (have left the programme)		62	62	27	0	151
RETENTION RATE (ETI - Current and Completers)		75.45%	86.67%	87.46%	91.42%	86.70%
RETENTION RATE (DfE - Based on 52 Wks)		82.43%	85.56%	81.65%	NA - Insufficient data	NA - Insufficient data
Achievers		62	62	25	0	150
OUTCOMES	COMPLETER/ACHIEVER RATE (ETI)	100.00%	100.00%	96.35%	-	99.34%
OUTCOMES	DfE RETAINED/ACHIEVER RATE	91.28%	NA - Insufficient data	NA - Insufficient data	-	NA - Insufficient data
No to Positive Destination (FE/APP/Employment)		45	56	15	0	120
COMPLETER DESTINATION RATE ETI		71.58%	90.12%	76.37%	0.00%	79.47%

NA - Insufficient data

KEY POINTS

RECRUITMENT

There have been significant increases in recent years with an overall increase of 104% from the first year of recruitment to the last, with a 41.4% and 31.5% rises respectively in the last 2 years. Though Painting & Decorating was introduced in 2024/25, this increase cannot be put down to one particular thing but rather a combination of all of the successful work done in recent years by the team, culminating in a rise in the reputation with all stakeholders, particularly, young people and families.

Broadbase continues to be popular with 96 out of the 167 starts (58%) choosing this pathway at the outset. Following initial transfers in Sept-Nov, Child Care saw the biggest increase in single subject occupancy. There were 26 learners settled on the course as a single subject and much of this is down to the work of JH who creates an environment where many of these young people feel safe and can thrive. Additional staff have been brought into the section to address the growing occupancy.

All learners have completed the first year of training and moved from Broadbase to a single subject pathway.

Engineering is going from strength to strength. High success rates, excellent placement rates and significant increases in industry specific placement, have driven growth.

Though occupancy is low in some areas, this is bolstered by Broadbase and all sections importantly add value of the provision.

POSITIVE PROGRESSION

This is a key objective of the provision, where our efforts are demonstrated through jobs and apprenticeships. Data remains incomplete as there are still current learners, however the current learners to positive progression are impressive. With the work of the EET/VET and the vocational tutors, we are creating genuine, transparent and tangible employment pathways for the majority of our learners. For an increasing number of learners, this pathway is to Apprenticeship with significant rises for Engineering and Child Care. Even at this early stage, Painting & Decorating is making in-roads into this provision.

ACHIEVEMENT

Across the life of the contract, to date, 99.34% (as measured by ETI) have achieved all training targets plus the additionality that is offered throughout the provision. The DfE target is based on retention data rather than completers and this cannot be determined where there are current learners. At the same time, though this will be lower than the ETI measure, it will significantly exceed the DfE contractual target and is likely to be around 90%.

RETENTION

This is another strength in the organisation and is a reflection of the support and pastoral arrangements put in place, as well as the systems and people that provide the services. Though retention will be still decrease slightly for the 2024/25 cohort, it will exceed the contractual target. Note: The DfE target is based on retention for 52 weeks or more and the 2024/25 cohort have not been on the programme long enough to generate this data.

All contractual targets are being achieved and surpassed.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) (continued)

Year ended 31 March 2025

APPRENTICESHIP 2021 (Apps21) – PERFORMANCE ANALYSIS

APPS 2021		STARTS	CURRENT	COMPLETER	RETENTION RATE	ACHIEVER	ACHIEVEMENT RATE
2021/22	Apps L2	5	0	4	80%	4	100%
	Apps L2/L3	2	1	1	100%	0	0%
	Apps L3	4	0	4	100%	4	100%
2022/23	Apps L2	3	0	3	100%	3	100%
	Apps L2/L3	1	1	0	100%	0	
	Apps L3	1	0	1	100%	1	100%
2023/24	Apps L2	9	5	2	78%	2	100%
	Apps L2/L3	3	3	0	100%	0	
	Apps L3	3	3	0	100%	0	
2024/25	Apps L2	15	14	0	93%	0	
	Apps L2/L3	0	0	0	-	-	
	Apps L3	6	5	0	100%	0	
2025/26 (Closed)	Apps L2	5	5	0	100%	0	
	Apps L2/L3	0	0	0	-	-	
	Apps L3	1	1	0	100%	0	
TOTAL	Apps L2	37	24	9	89%	9	100%
	Apps L2/L3	6	5	1	100%	0	0%
	Apps L3	15	10	5	100%	5	100%

KEY POINTS

RECRUITMENT

It has been a long time coming but it is fair to say, that we have a genuine Apprenticeship provision that is embedded effectively into our curriculum. This is down to GF who has engaged the vocational staff and developed a model that increases the progression options for young people.

A key strength of the model is that it is underpinned by our principles and core values. It is designed to complement the SFLW provision rather than to sit detached from our main provision. There is a hierarchy of recruitment that prioritises, and encourages, provision for learners who have participated effectively on SFLW to ensure they have access to a higher level of training. A key factor to success in this model is the vocational specific placement rates on SFLW which feed the Apprenticeship progression. Successes in SFLW with placement and achievement will fuel the occupancy in Apprenticeship. We are now seeing the results of these endeavours.

Since 01/04/24 there have been 30 level 2 starts (19 current) and 7 level 3 starts (7 current). No learners are recruited on the L2/L3 strand. Approx 80% of these are progressions from SFLW.

Though very early in our provision, Painting & Decorating has already seen 4 recruits onto the Apprenticeship programme with significant demand that needs to be managed. Engineering has the greatest recruitment with 9 apprentices but Child Care is also making significant in-roads.

ACHIEVEMENT & PROGRESSION

The achievement rate for completers is outstanding at 100% at L2 and L3. The L2/L3 strand has seen one learner who completed L2 then left and therefore is deemed a non-achiever. This shows the difficulties with the strand where candidates are expected to complete both levels across a 5-year period. This is a long time to commit to training therefore strategies have been altered to minimise recruitment on this option in the future.

Historically, the key issue with achievement has been the pace of completion. In a number of sections, this will take the full 130 weeks, and more, thereby creating claiming issues. Though this remains a challenge, GF has created monitoring and tracking model that is driving the achievement of milestones and bringing about more timely attainment. This is also supported by the fact that the tutors are getting more and more familiar and confident with the delivery and assessment practices. As we put more resources into this, this will continue to improve.

Our commitment to learners progressing from SFLW will restrict L3 progression. In many vocational areas 17/18 years olds will not have access to the level and range of experiences (with the authority required) to gather evidence effectively at L3. This is important in many of the vocational areas because we facilitate completion of the L2 Apprenticeship requirements through the SFLW provision. These learners are encouraged to gain more experience and potentially return to complete L3 at a later date. This is better for the integrity of the qualifications and is built into the recruitment strategy.

RETENTION

Retention is generally outstanding however over the years there have been pockets of leavers on the L2 strand and this is down to some of the progression strategies that were used. Retention of L2/L3 and to L3 are consistently at 100%. The revised recruitment strategy, that centres around progression, will bring about the minor improvements in the retention rate at level 2 to raise the rate closer towards 100%. Level 2 represent 64% of our recruitment on the provision and this is rising therefore it is essential that retention is maximised in this strand.

All contractual targets are being achieved and surpassed.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) (continued)

Year ended 31 March 2025

ESSENTIAL SKILLS – PERFORMANCE ANALYSIS

ENTRY LEVEL	NUMERACY					LITERACY				
	2021/22	2022/23	2023/24	2024/25	2025/26	2021/22	2022/23	2023/24	2024/25	2025/26
STARTS	39	27	44	30	25	28				
CURRENT	0	0	0	0	0	1				
COMPLETERS	34	22	38	25	20	21				
ENTRY LEVEL ACHIEVERS	34	22	38	25	20	21				
ACHIEVEMENT RATE ENTRY LEVEL	100%	100%	100%	100%	100%	100%				
PROGRESSSED TO HIGHER LEVEL	27	20	34	17	16	17				
PROGRESSION RATE	70%	91%	90%	68%	64%	81%				
CURRENT AT PROGRESSSED LEVEL	0	1	4	0	3	8				
ACHIEVED PROGRESSSED LEVEL	19	17	22	11	6	5				
ACHIEVED LEVEL 2	11	5	7	3	3	0				
PROGRESSION ACHIEVEMENT RATE	70%	89%	78%	65%	46%	56%				

LEVEL 1	NUMERACY					LITERACY				
	2021/22	2022/23	2023/24	2024/25	2025/26	2021/22	2022/23	2023/24	2024/25	2025/26
STARTS	22	18	26	18	13	14	53	15	19	
CURRENT	0	0	2	0	0	0	0	0	0	
COMPLETERS	15	23	20	13	11	31	44	8	12	
LEVEL 1 ACHIEVERS	15	23	20	13	11	31	44	8	12	
ACHIEVEMENT RATE LEVEL 1	100%	100%	100%	100%	100%	100%				
PROGRESSSED TO HIGHER LEVEL	12	20	25	11	8	28	9	5	3	
PROGRESSION RATE	80%	87%	85%	65%	71%	99%				
CURRENT AT PROGRESSSED LEVEL	0	0	7	0	1	18	0	2	1	
ACHIEVED LEVEL 2	8	17	13	6	6	9	1	2		
PROGRESSION ACHIEVEMENT RATE	67%	85%	74%	55%	60%	60%				

LEVEL 2	NUMERACY					LITERACY				
	2021/22	2022/23	2023/24	2024/25	2025/26	2021/22	2022/23	2023/24	2024/25	2025/26
STARTS	10	12	15	15	19	27	7	37	66	
CURRENT	0	0	0	0	0	0	0	0	0	
COMPLETERS	10	20	25	13	19	26	7	37	66	
LEVEL 2 ACHIEVERS	10	20	25	13	19	26	7	37	66	
ACHIEVEMENT RATE LEVEL 2	100%	100%	100%	100%	100%	100%				

KEY POINTS

NUMERACY

All (100%) learners that participate on the programme achieve their initial target level and many progress to higher levels. Overall progression rates is 85% and this is notable as it is beyond contractual requirements. 30% of learners progressing from entry level go on to achieve Level 2 and 76% of learners progressing from Level 1 go on to achieve Level 2. Also considering there is 100% achievement for Level 2 starts, this is an outstanding achievement and reflects the commitment of the team and the delivery/assessment model. Note also, the team has gone through significant change in the last 12-18 months. Overall achievement at L2 is 116 learners and this is 46.4% of all starts in these recorded periods, to date. There are learners still current on the provision.

For the 2024/25 cohort there are already 81 qualifications awarded and 18 of these are at level 2 in the first year of training.

LITERACY

Literacy also has a 100% attainment rate. In recent years occupancy has been lower than other areas indicating a higher entry profile in English. Progression rates to higher levels are lower than Numeracy but still impressive at 80%.

Achievement of Level 2 is a demanding assessment process and a major challenge for those starting at entry level. At this stage, Level 2 attainment for entry level progressions is 15% but will rise with current learners. For Level 1 progression, attainment at Level 2 is 64% and again will change will current learners still in the cohorts. Overall achievement at L2 is 82 and this is 40% of all starts in these recorded periods, to date. There are learners still current on the provision.

For the 2024/25 cohort there are already 54 qualifications awarded and 23 of these are at level 2 in the first year.

ICT

ICT does not have an entry level currently, but is going through change as City & Guilds withdraw their role in Essential Skills ICT. We will move to the new curriculum with OCRN which includes an entry level provision. Considerable work required by the team to adapt to new curriculum.

SL carries almost all of the operational responsibility in Essential Skills but oversight and authority in the section remains with ~~UKK~~ who is the only approved assessor.

Selection of levels and progression strategies are different to the other Essential Skills areas.

Achievement is outstanding at 100% with the majority achieving at Level 2. 62% of starts go on to achieve a Level 2 qualification.

For the 2024/25 cohort there are already 75 qualifications awarded and 66 of these are at level 2 in the first year (88%).

All contractual targets are being achieved and surpassed.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Belfast Works Connect (BWC)

Our Belfast Works Connect contract, funded by the Department for Levelling-Up, Housing & Communities DLUHC, and recently renamed the Ministry of Housing, Communities & Local Government (MHCLG), led by Upper Springfield Development Trust, launched on 1st April 2023. The project is delivered within a consortium partnership also comprising of *East Belfast Mission, GemsNI and Ashton Community Trust*.

The project recently secured an additional years' funding through until 31st March 2026.

BWC and its' associated KPI's and targets, has been a major shift from our traditional work in assisting the 'Unemployed' into training and sustainable employment. BWC now has a key focus on working with clients who are deemed to be Economically Inactive. This demographic of clients continue to prove much more difficult to engage and progress, due mainly to the additional associated barriers and health-related conditions associated with their worklessness, therefore making their progression into training and sustainable employment much more challenging.

Greater Shankill BWC operations, hosted within our Job Assist Centres Greater Shankill offices at 252 Shankill Road, continue to deliver the programme within Greater Shankill, and over the past year, has significantly increased our presence and delivery in **Carrickfergus and Larne**. During the reporting year, we have established outreach offices in **Carrickfergus Community Forum** in Carrickfergus and **The Factory** in Larne, providing the team with a regular presence for engagement and delivery of our programmes across both towns.

Programme targets and KPI's have proved challenging to our Job Assist team during year 1 however, they continue to make significant inroads across their target areas, constructively establishing new working relationships and creating new working partnerships with agencies and organisations who can advocate on their behalf, also introducing them to new groups of Economically Inactive clients, to offer and provide their wellbeing, training and employability services.

In-year delivery data shows that our JACGS service engaged **325** New EI Clients, **290** Training Interventions, **40** Clients Volunteering and **44** clients Progressing into Employment, and is a marked increase on the initial set-up year previously. Likewise, the current extension year is showing increased outputs as the programme continues to embed within communities and grow in popularity.

Funding secured

Belfast Works Connect 01/04/23 – 31/03/2026 (MHCLG)

The now three-year citywide project has secured total funding in the region of £14 Million, with a dedicated Impact Training funding allocation of around **£2.2 Million**, the vast majority of these funds allocated for salaries. Within this allocation this, there is also provision for service users to aid preparation and progression, such as.

1. Participant Incentives: Additional finances to promote engagement on the programme.
2. Internal Training: Additional finances to deliver internal and partner-specific training interventions.
3. Citywide Partner Training: Centrally held finances for delivery across all partners

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

NI Executive Office Communities in Transition project – Back TWO Front

We successfully tendered for a third run of our CIT Employability model during late 2023, and the new programme began during Spring 2024. The project secured a total of **£60k**, made up mostly of mentoring and training funds. The key component of the fund enables us to provide twenty local Saturday jobs to twenty school children and pay them £30 for their work. We decided to increase their weekly payment following review of previous programmes, particularly as many of the young people were working full days on their work placements. This programme was again extremely well received by participants, their families and our local employers, wherein some of the children were retained by their Saturday employer on a longer-term basis upon completion of the programme.

Belfast City Council Bridges to Progression – Across the Line Project

Whilst this funding has now ceased as of the time of reporting, our working partnership with Belfast City Council continued for a final term during the reporting period. Funding was provided via the BCC Place & Economy Department, aiming to support young people during the vital stages of transition from training programmes to employment or FE, and seeks to measure the effectiveness of a short and creative training window for pending SfL&W leavers.

The project secured a total of £17k made up exclusively of training and mentoring fees.

Total In-Year Funding Secured

Internal Projects	Job Assist Centres Operations
<i>(enrichment, training, mentoring, salaries)</i>	<i>(reporting year only for salaries, incentives & training)</i>
£77k	£908k

Impact on the community

In addition to the programmes and projects already listed, and our longstanding working relationship with the *Department for the Economy*, our Board of Trustees have been pleased at the recent partnerships and successful contracts delivered via financial support from *The Executive Office NI* (Communities in Transition Programme) and *Belfast City Council*. Attracting additional funds that can enrich our core contracts, remains a key action within our '4-year Strategic Plan,' and it is positive to see that we have successfully retained our working partnerships with these Organisations and Departments.

Our **Lanark Way training centre continues to open a minimum of 3 evenings per-week**, with many local residents and community organisations benefiting from the facility. This has included evening and weekend programmes such as employability training for adults, evening enterprise programmes, DIY classes, IT resources, Driving Theory classes, provision of shared meeting space, a drop-in youth club, training rooms and workshops, all of which continues to increase centre footfall during typical out of hours service.

The organisation will continue to provide our premises and resources, therefore increasing centre usage further in the coming year.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Properties (Use of company properties for charitable revenue)

The company retains a significant property portfolio, and these properties are rented out to local businesses and agencies. The key purpose of this is to generate revenue that can be re-invested into the charitable purposes of the company. Further information on these properties, the tenants and the revenue streams are given below:

Unit 1 – 14 Lanark Way

Mill Sports Ltd have been tenants since 2021 and provide a gymnasium, weights training and personal training programmes.

Income: **£10,800.00**

Unit 1 – Merkland Place

Streetbeat Youth Project took up tenancy of the property in 2021 and use the space for larger group activities and to host their older volunteers. Streetbeat also make best use of the available outdoor space outside the unit and have utilised this space for outdoor group-based activities through erection of a temporary structure.

Income: **£4800.00**

Unit 2 & 3 – Merkland Place

Town & Country are a long-term tenant of the Merkland site and have recently taken tenancy within unit 4 of the site, increasing their usage to 3 of the 4 units onsite. The company provide a diverse range of catering services and essentially use the space for storage of their materials, resources and vehicles.

Income: **£13,800.00**

Unit 4 – Merkland Place

RC Trading (a company within the Town & Country portfolio,) have taken up tenancy during the reporting year, using the space for storage and dispatch. They are also a local employer with a superstore on the Shankill Road and projected to remain a long-term tenant.

Income: **£6720.00**

Hugh Smyth Centre – Wilton Street

West Belfast Athletic & Cultural Society are long-term tenants of the property and deliver a diverse range of health & fitness, community development, community festival, cross-community, peacebuilding, community transformation, community dialogue, housing and social projects.

Income: **£16,000.00**

Total Maximum Annual Income from Properties = **£52,120.00**

Investment (Securing & Strengthening our future offer)

It has been another year of significant investment within the company, all of which solidifies our present delivery, and elevates the future prospects of the organisation. We continue to meet the set objectives from our 2021-2024 Strategic Plan, ensuring that our provision remains current, and aligned with strong and emerging employment sectors.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Key Capital Investment

Painting & Decorating Unit

Our brand-new P&D training workshop (including classroom space,) was officially opened by Brian Kingston MLA in December 2024, generating its first intake of students in September 2024. The new vocational pathway has already proved a huge success, producing high numbers of students and progressions to Apprenticeship in its first year.

The working relationship with **CB-BELL Group**, and other sectoral employers, has provided a direct line into employment and apprenticeship opportunities, and the section continues to grow in strength and popularity.

£110,000

Note: CB-BELL Group also provided **£75k** of materials and labour.

Digital Futureproofing (Connectivity, Hardware & Software)

Following a proposal from senior management, Trustees approved a full suite of upgrades and purchases in order to futureproof our digital capacity, better preparing the organisation for the ever-changing and fast-paced hardware and connectivity needs of the future. This included increased connectivity capacity for our online and broadband services, a second company server, purchasing of licences and software.

£65,000

IT Suite Projects

Since taking the decision to split the large IT room into two smaller teaching rooms, we have gained additional space and capacity and continued to promote innovation and extra-curricular work alongside newly formed partnerships and projects with Queens University Belfast and Ulster University. This has involved the purchase of essential hardware and air conditioning units for the smaller rooms, necessary due to the heat given off by the range of tech. This also includes Tutoring payments to QUB & UU students who deliver our programmes.

£8000.00

Additional Operational Capital Investment (Hardware, Software, Machinery, Tools Goods & Materials)

<u>Items Purchased</u>	<u>Amount</u>	<u>Details</u>
3D Printer	649.00	<i>IT – 3D Printer</i>
20 x laptops & Charging trolley	12,222.00	<i>Impact – New laptops X20</i>
Lenovo PCs	2,292.00	<i>Impact - X3 PCs</i>
Smart UPS & Installation	906.00	<i>New Server</i>
3x Samsung Galaxy tablets	1,587.00	<i>New tablets x3</i>
Engineering machines	37,708.64	<i>Engineering – Plasma Cutter, Combi drill, Box & Pan Folder, Scantool Model, Cros Arc Powersource, Bluefab, 8 Swivel, Helvi PC, DS Mirka</i>
Smartboards	6888.00	
Fridge Freezer	1619.97	
Total Capital Spend	£63, 872.61	

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) (continued)

Year ended 31 March 2025

Additional Revenue & Operational Investment

1. Broadbase Offer

Due to the nature of our Broadbase offer, additional expected costs have now become standard. There continues to be a significant rise in the cost of registrations and certifications since the implementation of the Vocational Pathway. This is due mainly to the fact that the organisation now registers an overwhelming majority (65%-70%) of students for 3 vocational subjects during year 1 of their training offer. Alongside certifications and registrations, the purchase of additional PPE and high-cost materials naturally makes this pathway much more expensive.

£50,000 est

2. Additional Tutor Salaries to meet the increased demand of Vocational Pathways (Barbering, Childcare & Engineering)

Increasing numbers of students over the past three years necessitates the need for additional staffing support, in order to serve and facilitate delivery of the growing sections (Barbering, Childcare & Engineering.) This meant that we had to recruit additional Tutors to maintain our teaching capacity for higher numbers of students. During the year, we brought in or progressed, an additional 3 Tutoring staff. This decision whilst necessary, also facilitates our ambitions to grow our Apprenticeship model, thus 'freeing-up' Tutors to focus some of their time on progressing this programme.

£80,000

3. Additional Staffing Salaries for servicing Work Placements and Specialist Support

Based on the growing numbers of students, and increasing specialist support needs, Trustees continue to support revenue investment in jobs. Our VET Team has grown to 5 staff, whilst we have also employed 3 specialist support staff on a part-time basis, in order to prepare ourselves for the new Sfl&W 2 contract. Whilst Clanrye will continue to provide specialist support to the organisation over the coming year, it has been our ambition to prepare the organisation for the imminent key policy changes within specialist support (training organisations delivering this work in-house,) whilst also retaining ownership of the process and the service.

£70,000



4. Evening Enterprise (Lanark Enterprises)

The main costs relate to the additional **Tutor Overtime Salary Payments** for out of hours' delivery of the evening enterprise, as well as the purchase of additional materials (wood, steel & paint,) in order to service the initiative. Our evening enterprise programme is central to our promotion of work placements and used as a 'last stop' before students progress to more regular work placements.

£11000.00 est

5. Enrichment, Community Projects & Citizenship Activities

Community-based activities continue to be an essential component of our vocational delivery, with the ability to provide a menu of additional practical learning and enrichment activities for students. All of these projects benefit the wider community, and include initiatives such as our EVOLVE Weeks (distinct £3k annual budget,) vocational enrichment, community clean-up's, community maintenance programmes, community facilities refurbishments, community gardens and site visits.

£8000.00

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

6. Staff CPD (Continuous Professional Development)

2 staff members successfully completed their **Certificate in Teaching** at the University of Ulster and 2 staff members completed their **Assessor Awards** (TAQA.) This solidifies the wider team, and adds scope to our range of vocational, essential skills and personal development delivery. Other developmental CPD areas such as Child Protection Training, Safeguarding Training, Operation Encompass Training, wellbeing training and Neuro-Diversity Training also complements staff skill sets with the necessary training requirements.

£5000

7. Driving Theory.....

Our Driving Theory classes are extremely popular with our students, with three separate courses running during the evenings within the reporting year. As well as paying for facilitation fees from the tutor, the company also pays for students' driving theory test (including re-sits.) A live waiting list for spaces is retained, and we anticipate increased demand in the coming year.

£3000

8. Properties Maintenance

We now have an **annual property maintenance programme** in place, in order to retain the upkeep and standards of our property portfolio. This work involves general maintenance, groundworks and all necessary fixes and alterations.

£8000

9. Student Snack Corner

Over the past year, we have grown our student welfare support, and the best example of this is through provision of free hot and cold snacks within our Student Snack Corner. Coordinated and stocked by our youth team, we have utilised a space in the canteen and regularly re-stock the space with a range of breakfast and lunch snacks. The service is heavily used by students, ensuring that they have some food in their stomachs in preparation for their day of training.

£3000

Overall In-Year Investment (Capital, Revenue, Operational & Project) = £484,872

Non-Contractual Additionality

Central to the delivery of our key vocational pathways, has been our ability to provide additional qualifications to students. These qualifications add weight to their vocational achievements and increase student employability. Whilst it requires financial commitments from the organisation, it also strengthens the employment and career opportunities for our service users.

The majority of the additional qualifications achieved were as a direct result of external sources of funding. The organisation has also made a financial contribution to the initiative, and these are reflected above. Additional qualifications achieved are given below:

- SIA (Security Industry Authority,) First Aid at Work, Health & Safety
- Forklift & CSR (Construction Skills Register)
- Driving Theory
- Python Coding (in partnership with Queens University & Telefonica Tech)
- Gaming (in partnership with Ulster University)

Note: Additionality is a key component of our provision, providing further strength and scope to the employment potential of Trainees and clients.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Financial review

2024/25 has been a very successful year for the organisation, with incoming resources of £3,104,467, compared to £2,559,019 in 2023/24. Expenditure for the year was £2,980,172 compared to £2,446,667 in 2023/24. At year end, the organisation had total reserves of £6,004,922 of which £6,000,922 was unrestricted. The organisation remains confident going forward and optimistic about future opportunities for income generation. We remain wholeheartedly committed to making a positive difference to the lives of all the people we serve in this area of high social need, through the continued provision of a high-quality service offer.

Reserves Policy

Impact's Reserve Policy outlines the organisation's commitment to setting aside funds to meet a number of planned and unplanned events. **Note 22** to the 31st March 2025 year end accounts record the sum of £1,615,511 as free unrestricted reserves for events under the following headings:

- Business Continuity Funds
- Asset Management Funds
- Committed Funds
- Sustainability funds

Cash at Bank

At 31st March 2025, our cash at bank and investments value was £1,514,589 compared to £1,439,819 at 31st March 2024. This represents a **£75k increase** in our cash at bank position, showing that we continue to generate suitable funds to retain our financial health, all the while ensuring that we have accessible funds for capital, revenue and programme investments.

Business Continuity Funds

In a worst-case scenario event of the organisation being wound-up, it would be necessary to maintain key staff to ensure this was conducted in an orderly manner, and that their legal and contractual obligations are met. Within the company, reserves provision has been made for Business Continuity Funds (wind-up reserves) that includes ½ year operational running costs and the provision of staff redundancy payments.

Asset Management Funds

Impact is required to provide a safe learning environment with up-to-date industry specific equipment suitable for training. Provision within the Reserves has been made for building maintenance, equipment replenishment and equipment replacement.

Public Value

Impact Training continues to be a financially viable organisation, and its administrative systems and procedures are deemed 'Low Risk' by the Department for the Economy's Quality and Performance Branch during its most recent compliance monitoring visit.

Effective use is made of local community support groups to enable the provision of a cost-effective curriculum. As previously stated, close monitoring of 'staff to learner ratios' enables efficient use of tutorial time, whilst ensuring that we retain staff capacity in order to successfully deliver on our contractual obligations.

Effective and well-established purchasing procedures ensure competitive prices are obtained for the purchase of all equipment. The company continue to use local suppliers whenever possible, for the purchase of training materials, continuing our commitment to support the local economy.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

A three-yearly review of supplier pricing strategies guarantees cost effective purchasing on behalf of Impact Training.

Where possible and appropriate, the organisation tries to use local providers and businesses to service our own internal business needs. One key example of this is through using Sewing Solutions (a locally based company,) for the provision of a high percentage of student uniforms, staff uniforms and PPE.

Finally, we have increased the use of our training premises during typical out of hours times, in order to maximise the benefit of our facilities and our resources. The organisation now opens a minimum of three evening per week, providing a valuable out of hours resource to local groups and the wider community.

Plans for future periods

Future Plans

Over the incoming year the company has identified the following key areas for consolidation and further development:

Launch of the New Strategic Plan (Forward to Fifty)

An **Executive Summary** of the current 2021-2024 strategic plan is nearing completion and is informing new strategic planning moving forward. Plans and processes are currently underway to narrate and launch our new **2025-2028 Strategic Plan**. The working title of the new strategic plan is '**Forward to Fifty**,' gives attention to the company's pending **50th Anniversary** in 2028. Senior management will use Autumn 2025 to complete the final draft of the plan, in preparation for consideration and endorsement by Trustees before the year-end.

Skills, Training and Employability

Our core contracts are.

- **Skills for Life and Work (SfLW)**
- **ApprenticeshipsNI (APPSNI)**
- **Belfast Works Connect BWC/(Job Assist Centres Greater Shankill)**

Note 1: At the time of reporting, our new tenders for the brand new SfL&W2 and Apprenticeships2025 programmes have been successful, and the new programmes will start on 1st September 2025.

Note 2: At the time of reporting, our Job Assist service have successfully achieved an additional years' funding for Belfast Works Connect delivery through until 31st March 2026.

Note 3: At the time of reporting, we have advanced developments on the brand-new Engineering unit at 14 Lanark Way. Tenders are currently live and we await the outcome of these. If all goes to plan, we would envisage launching and formally opening our new Engineering unit towards the end of 2025.

Impact Training will continue to

- develop pathways to employment, Apprenticeships and Further Education for young people and adults.
- offer into employment support to economically inactive service users.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

- Consider our Offer, and always consider where we might wish to grow our offer further through the introduction of new vocational pathways and funded programmes.
- Invest in staff, resources, hardware, software, goods and materials, in order to enhance our capabilities and capacities to deliver the very best programmes and services.

Consider investment in new Vocational areas

Over the past 2 years, the company has invested in 3 brand new Vocational training areas, including the introduction of the bespoke Broadbase pathway encompassing three vocational areas. These are

- *Barbering*
- *Hairdressing*
- *Painting & Decorating*
- *Broadbase ****

The company will continue to assess market trends and employer need, always giving consideration to the introduction of brand-new vocational pathways, where we feel there is a demand, there is potential for employment, there is an appetite from our service users and a strong business case for doing so.

Investment in classroom Specialist Support (Coded Learner Support)

Last year the company invested in a brand-new role ***coded learner disabled classroom support***, (since merged to incorporate a dual role of Mentor/SEN support,) in order to meet the demand for bespoke classroom support services, and the ever-increasing numbers of students presenting to us with educational statements. During the reporting year, we have increased our own staffing capacity in order to deliver specialist support services internally. The service continues to have a positive effect on those students who require the support.

Community

Impact Training will continue to develop and strengthen relationships with the community and further establish itself as the prime and trusted provider of employability, skills training, qualifications, essential skills support and into employment services. We remain committed to the principles of the **Greater Shankill Children and Young People's Zone**, and continue our representation at planning events, with direct involvement providing the Zone advice in our areas of expertise.

Social Economy initiatives

Impact Training will explore viable and sustainable business opportunities aligned to the company's principles and values. This will require us to continually assess and review our organisational capacity with regard to both human and physical resources, and to create and build robust models of collaborative and partnership working.

Greater Shankill BUILD Initiative

Our Youth Department and Youth Work students have been heavily involved in the BUILD initiative and community programmes throughout the reporting year. The company now work closely with BUILD in a consortia capacity, in preparation for delivery of a new initiative. From our perspective, BUILD will strengthen our evening enterprise programmes, with three years funding to test new enterprise concepts, and where we might want to consider a larger social enterprise programme in the future.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Trustees' responsibilities statement

The trustees, who are also directors for the purposes of company law, 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).

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the 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 in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on 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 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.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Impact Training NI Limited

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

The trustees' annual report and the strategic report were approved on 17 September 2025 and signed on behalf of the board of trustees by:



Mr Ian Jamison
Trustee



Mr William Hutchinson
Trustee

Mr Paul Magee
Charity Secretary

