

**Future Skills College SCIO**

**Trustees' annual report and financial statements for  
for the year ended 31 December 2020**

**Scottish Charity Number SC047968**

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## Future Skills College SCIO

### Charity information

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#### Trustees



#### Principal address

c/o Dundee and Angus College  
Gardyne Campus  
Gardyne Road  
Dundee  
DD5 1NY

#### Independent examiner

  
Partner  
Henderson Loggie LLP  
The Vision Building  
20 Greenmarket  
Dundee  
DD1 4QB

#### Bankers

Bank of Scotland  
Direct Business Bank  
Teviot House  
41 South Gyle Crescent  
Edinburgh  
EH12 9DR

#### Charity number

SC047968

### **Report of the Trustees**

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The Trustees of Future Skills College SCIO hereby submit their report and financial statements for the year ended 31 December 2020.

Future Skills College SCIO incorporated as a Scottish Charitable Incorporated Organisation on 4 December 2017 and is governed by its constitution.

### **Our Structure, Governance and Management**

We are an OSCR registered Scottish Charitable Organisation (SCIO) and governed by a board of trustees, all of whom are senior members of staff employed by or working on behalf of our main partners. We are supported by staff employed by our three educational partners (D&A College, Angus Council and Dundee City Council) with additional independent support funded by The Northwood Charitable Trust.

#### **Our Trustees**

- [REDACTED] Chair
- [REDACTED] Executive Director, Children and Family Service, Dundee City Council
- [REDACTED] Principal, Dundee and Angus College
- [REDACTED], independent educational consultant funded by Northwood Charitable Trust

#### **Our Main Partners**

- **Dundee and Angus College.**
- **Dundee City Council.**
- **Angus Council.**
- **Northwood Charitable Trust.**

We are also supported by a number of local business and charities as well as Dundee and Angus Chamber of Commerce, Skills Development Scotland, our local Developing the Young Workforce (DYW) team and University of Dundee.

#### **Our Background**

Future Skills College (FSC) was registered as a charity with OSCR in December 2017, having opened earlier in the year as school timetables changed in June. FSC was established in response to research that highlighted a concern that many young people, despite having successfully secured an initial positive destination on leaving school, were no longer in employment, education or training by the time they were 19. FSC seeks to explore an alternative pathway for young people to better manage the transition from full-time school education into sustainable positive destinations as self-confident apprentices ready for the next phase of their lives.

#### **Our Aims**

Our charitable aims are:

- To advance the education and employability of young people in Scotland through the provision and promotion of high-quality teaching;
- To design, develop and manage an innovative curriculum of substance, informed by independent research, preparing young people in the round for life and work beyond full-time education;

## Report of the Trustees (continued)

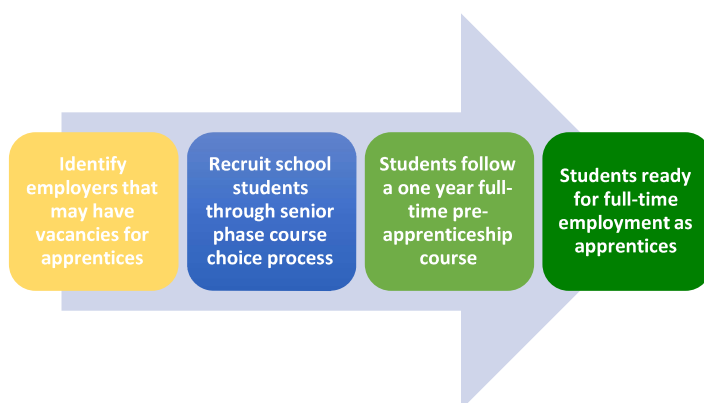
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### Our Aims (continued)

- To support those young people who, as a consequence of their personal and social circumstances, have the greatest journey to make in the transition from education to sustained employment; and
- To work with employers in Scotland to encourage the recruitment and retention of young people, thus supporting young people as they transition from full-time education to sustained employment.

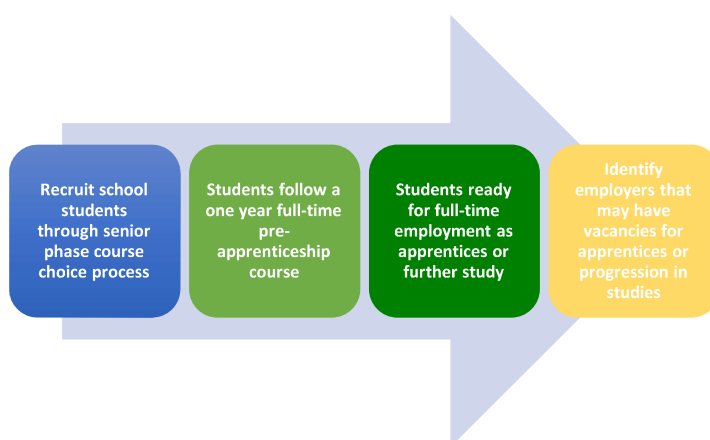
### What We Do

FSC is a full-time, one year, pre-apprenticeship pathway designed for secondary school students and is offered as a course choice option for students entering S5 and S6 in Dundee City Council and some Angus Council secondary schools. In the original FSC model we first sought to secure potential full-time apprenticeship opportunities with local employers then recruit students to fill these places through the normal school senior phase course choice process.



**The Original FSC Model**

Over the last two years this model has proved to be too difficult to deliver as employers have been unable to commit in advance to providing apprentice opportunities due to COVID. The current model retains the ambition of securing full time apprenticeships from work placements however it may be that for some students a further year of study is required before they progress into employment.



**The Revised FSC Model in Response to COVID**

## Report of the Trustees (continued)

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### What We Do (continued)

For the first three years of FSC our 'schooling' component was led by two seconded schoolteachers in a dedicated classroom facility within Dundee and Angus College, Gardyne Campus. This aspect of the programme changed from May 2020 and FSC is now a fully integrated offering with all teaching being undertaken by D&A College lecturers.

Students continue to access a broad curriculum beyond their employment focused studies with a strong emphasis on progress in literacy, numeracy as well as health and wellbeing. COVID restrictions since April 2020 have limited the opportunity for students to take part in the wide range of activities that were available under normal circumstances.

FSC students continue to follow specially designed pre-apprenticeship D&A College courses in their chosen area of employment in early education, plumbing, joinery, and electrical trades. This gives them a competitive advantage in their chosen professions when they enter the world of work. For much of the last year this has been delivered remotely on a blended learning basis much to the frustration of students and lecturers.

FSC students usually spend one day per week on work placement with what we hoped would be their future employer. This important aspect of the course usually gives students the opportunity to meet and work directly with other staff, get used to the expectations of employers and be ready to start an apprenticeship fully prepared at the end of the course. It has also given employers an opportunity to start building their own young workforce, taking the hassle out of recruitment and supporting new employees. Again this has not been possible since April 2020 due to COVID restrictions. Happily, this important aspect of the course has started again for some of our fifth group of students from August 2021.

### Our Achievements and Performance FSC Year 4 2020/21

As noted above FSC 4 was another difficult year for our students and staff as the COVID-19 pandemic continued to impact negatively on the education sector and the wider economy.

Our current information suggests that of the 41 students of FSC 4 across the four areas of early education and childcare; plumbing; joinery and electrical, the majority has opted to continue their studies at D&A College for now with the hope that more opportunities to start work as apprentices will become available once businesses return to normality.

At this stage the numbers are not confirmed and continue to change but our understanding as of 23 August 2021 is that from FSC 4:

- 10 students have secured apprenticeships
- 1 student has moved to other full-time employment
- 27 have opted for further study at D&A College
- 1 student has decided to return to school full-time
- 2 students are still being supported to find a positive destination in employment or further study

*'That's the year done guys, it's been amazing being on this course and we have all achieved so much and came so far I want to thank all of my peers and lecturers for all your support this year and I hope everyone completes all their goals. I'll miss you all guys 🧡'*

**FSC 4 Early Learning Student**

### Looking Ahead FSC 5 – 2021/22 and Beyond

FSC was established to test the hypothesis that there is an alternative pathway from education into employment for young people. Early evidence of demand from employers, schools, parent/carers and students still appears to support this hypothesis. We had hoped that the next phase of development would be to explore scaling-up the model and had planned to expand our offering based on employer demand for apprentices. Future employment areas might include IT/digital skills, adult care, hospitality and the business administration option again.

**Report of the Trustees (continued)**

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**Looking Ahead FSC 5 – 2021/22 and Beyond (continued)**

However, the current circumstances have put these plans on hold for the moment and our focus has been keeping the model alive in a sustainable way for now.

Having established the model the Trustees want to ensure that FSC now finds a sustainable home. To that end the October 2021 AGM will consider the option of winding-up the SCIO and transferring the operation of FSC along with any remaining assets to D&A College (also an OSCR registered charity with educational purposes). This may happen as soon as December 2021, or be delayed until December 2022 with the SCIO continuing to operate for the duration of that year. The OSCR process for winding up a charity will be followed.

**Funding and Fundraising**

Our main sources of funding have been through our main educational partners. The local authorities provided the funding for two full-time teachers for the first three years of FSC, as well as access to management support staff and education officers. For FSC 3 a full-time senior support worker, Graham Scott, was allocated to FSC funded by the two local authorities and Northwood Charitable Trust. For FSC 4 Graham continued in post with Annmarie Smith picking up the support role for students from Angus Council schools. D&A College has funded lecturers, accommodation and other facilities for the first three years of FSC. From FSC 4, session 2020/21, D&A College provided all of the lecturing staff covering the pre-apprenticeship aspect of the course as before but now also the literacy, numeracy and wider aspects of the curriculum. This model of full integration into D&A College will provide FSC with a sustainable home and the opportunity to scale up and broaden its scope into other areas of employment.

Northwood Charitable Trust funding of £50,000 per year over five years has been used to provide additional educational opportunities such as Outward-Bound residential courses. This funding has also been used to purchase additional classroom resources, fund outside speakers and provide the independent management of the project. Over the last two years this funding has been used to purchase the student laptops that have enabled learning from home for all.

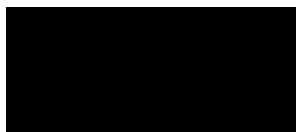
**Reserves Policy**

The Charity has no formal reserves policy but works on the basis of sufficient funding being in place to cover any committed expenditure each November ahead of the next cohort of students starting on the programme in the following May.

**Financial Review**

Receipts on the unrestricted funds were £50,000 (2019 - £61,000). Expenditure of £61,174 (2019 - £40,747) for the period resulting in a deficit of £11,174 (2019 - surplus of £20,253) for the period, giving an accumulated surplus of £53,930 (2019 - £65,104).

Approved by trustees on 28 September 2021 and signed of behalf by:



Chairman

## **Independent examiner's report to the Trustees**

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I report on the financial statements of the Charity for the year ended 31 December 2020 which are set out on pages 7 to 9.

This report is made to the trustees, as a body, in accordance with the terms of my engagement. My work has been undertaken to enable me to report my opinion as set out below and for no other purpose. To the fullest extent permitted by law I do not accept or assume responsibility to anyone other than the trustees, as a body, for my work or for this report.

### **Respective responsibilities of the Examiner**

The Charity's Trustees are responsible for preparation of the financial statements in accordance with the terms of the Charities and Trustees Investments (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). The Charity's Trustees consider that the audit requirement of the Regulation 10(1)(d) of the 2006 Accounts Regulations does not apply. It is my responsibility to examine the financial statements as required under section 44(1)(c) of the Act to state whether particular matters have come to my attention.

### **Basis of Independent Examiner's Statement**

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations. An examination includes a review of the accounting records kept by the Charity and a comparison of the financial statements presented with those records. It also includes considerations of any unusual items or disclosures in the financial statements, and seeks explanations from the Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the financial statements.

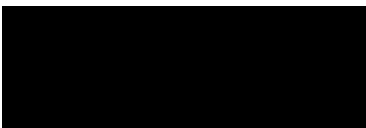
### **Independent examiner's statement**

In the course of my examination, no matter has come to my attention:

1. Which gives me reasonable cause to believe that in material respect the requirements;
  - To keep accounting records in accordance with Section 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations
  - To prepare financial statements with accord with the accounting records and comply with Regulation 9 of the 2006 Accounts Regulations

Have not been met, or

2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



Partner  
For and on behalf of Henderson Loggie LLP  
Chartered Accountants  
The Vision Building  
20 Greenmarket  
Dundee  
DD1 4QB

28 September 2021



Receipts and payments account for the year ended 31 December 2020

| 2020                                   | Unrestricted<br>£      | Restricted<br>£   | Total<br>£             |
|--|------------------------|-------------------|------------------------|
| <b>Receipts</b>                        |                        |                   |                        |
| Donation – Northwood Charitable Trust  | 50,000                 | -                 | 50,000                 |
| <b>Payments</b>                        |                        |                   |                        |
| Payments for charitable activities:    |                        |                   |                        |
| Consultancy fees                       | 18,191                 | -                 | 18,191                 |
| Hospitality                            | 83                     | -                 | 83                     |
| Student courses                        | 740                    | -                 | 740                    |
| Student health & safety                | 382                    | -                 | 382                    |
| Classroom resources                    | 22,532                 | -                 | 22,532                 |
| Teaching support                       | 18,127                 | -                 | 18,127                 |
| Accountancy                            | 930                    | -                 | 930                    |
| Marketing                              | 156                    | -                 | 156                    |
| Bank charges                           | 33                     | -                 | 33                     |
| <b>Total payments</b>                  | 61,174                 | -                 | 61,174                 |
| <b>Deficit for the year</b>            | (11,174)               | -                 | (11,174)               |
| Balance at 31 December 2019            | 65,104                 | -                 | 65,104                 |
| <b>Balance at 31 December 2020</b>     | <b>53,930</b><br>===== | <b>-</b><br>===== | <b>53,930</b><br>===== |
| <b>2019</b>                            | Unrestricted<br>£      | Restricted<br>£   | Total<br>£             |
| <b>Receipts</b>                        |                        |                   |                        |
| Donations - Northwood Charitable Trust | 55,000                 | -                 | 55,000                 |
| Donations – Dundee Nine Trades         | -                      | 3,000             | 3,000                  |
| Donations – Balgay Childrens Society   | -                      | 3,000             | 3,000                  |
|  | 55,000                 | 6,000             | 61,000                 |
| <b>Payments</b>                        |                        |                   |                        |
| Payments for charitable activities:    |                        |                   |                        |
| Consultancy fees                       | 16,899                 | -                 | 16,899                 |
| Hospitality                            | 697                    | -                 | 697                    |
| Student courses                        | 4,541                  | 6,000             | 10,541                 |
| Student health & safety                | 486                    | -                 | 486                    |
| Classroom resources                    | 10,874                 | -                 | 10,874                 |
| Teaching support                       | 500                    | -                 | 500                    |
| Accountancy                            | 750                    | -                 | 750                    |
| <b>Total payments</b>                  | 34,747                 | 6,000             | 40,747                 |
| <b>Surplus for the year</b>            | 20,253<br>=====        | <b>-</b><br>===== | 20,253<br>=====        |

Approved by the Trustees on 28 September . 2021 and signed on their behalf by:

Chairman

Notes to the financial statements

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**1 Related party transactions**

No Trustee received expenses in either this year or the preceding year.

██████████ a trustee received consultancy fees of £18,191 in the year (2019 - £16,899) and there was £1,060 outstanding at 31 December 2020 (2019 – £1,087).