# BEXLEY YOUTH TRAINING GROUP COMPANY LIMITED BY GUARANTEE ACCOUNTS 31 JULY 2014

# **Charity Number 288465**



# **OPASS BILLINGS WILSON & HONEY LLP**

Chartered Certified Accountants & Statutory Auditor
Numeric House
98 Station Road
Sidcup
Kent
DA15 7BY

# ACCOUNTS

# YEAR ENDED 31 JULY 2014

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# MEMBERS OF THE BOARD AND PROFESSIONAL ADVISERS

Registered charity name

Bexley Youth Training Group

Charity number

288465

Company registration number

01747251

**Trustees** 

Ms. Linda Alletson Mr Joel Mullan Mr David Eastgate Ms Kimerly Regisford Mr Paul T Noon OBE Mr Timothy J Mutti

Secretary

Mrs Val Sunderland

Principal officers

Ms. Ashley McCaul

Chief Executive Officer

Vacant

Mr Stephen O'Leary

Director of Finance & Facilities Director of Client Services

Auditor

Opass Billings Wilson & Honey LLP

**Chartered Certified Accountants** 

& Statutory Auditor Numeric House 98 Station Road

Sidcup Kent DA15 7BY

**Bankers** 

National Westminster Bank Plc

1 Townley Road Bexleyheath Kent DA2 7JG

**Solicitors** 

Bates Wells Braithwaite

10 Queen Street Place

London EC4R 1BE

# TRUSTEES' ANNUAL REPORT

#### YEAR ENDED 31 JULY 2014

The trustees, who are also directors for the purposes of company law, present their report and the accounts of the charity for the year ended 31 July 2014.

#### Reference and administrative details

Reference and administrative details are shown in the schedule of members of the board and professional advisers on page 1 of the accounts.

#### The trustees

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

Rev Paul E Regan

Ms. Caroline Rouse

Mrs Barbara Holden

Ms. Linda Alletson

Mr David Mensah

Mr Joel Mullan

Mr David Eastgate

Rev Patrick Mossop

Mr Fitzroy Andrew

Mrs Marion Tinkasimire

Mr Ian Law

Ms Kimerly Regisford

Mr Paul T Noon OBE

Mr Timothy J Mutti

Mr Paul T Noon OBE was appointed as a trustee on 19 March 2014.

Mr Timothy J Mutti was appointed as a trustee on 19 March 2014.

Rev Paul E Regan retired as a trustee on 31 December 2013.

Ms. Caroline Rouse retired as a trustee on 31 July 2014.

Mrs Barbara Holden retired as a trustee on 31 July 2014.

Mr David Mensah retired as a trustee on 28 February 2014.

Rev Patrick Mossop retired as a trustee on 31 December 2013.

Mr Fitzroy Andrew retired as a trustee on 31 January 2014.

Mrs Marion Tinkasimire retired as a trustee on 31 December 2013.

Mr Ian Law retired as a trustee on 31 December 2013.

#### Governing document

Bexley Youth Training Group is a Company limited by Guarantee governed by its Memorandum and Articles of Association dated 22nd August 1983 and amended to allow for a wider client base on 4th August 2006. Registered with the Charity Commission the main aim of the charity is "for the advancement of education of members of the public though their social and economic circumstances are in need and unable to gain employment or who are in employment but require further training to work satisfactorily in this employment, by the provision of training facilities which will enable such persons to acquire and develop vocational skills."

# Appointment of trustees

During the year the Charity had fourteen trustees also serving Directors. Directors are opted onto the Board of existing Board Members and Trustees. Trustees and Directors are appointed/re-appointed annually at the AGM as required.

TRUSTEES' ANNUAL REPORT (continued)

# YEAR ENDED 31 JULY 2014

#### Reserves policy

It is the policy of the charity to maintain unrestricted funds, which are the free reserves of the charity, at a level which equates to approximately five months unrestricted expenditure. This would provide sufficient funds to cover management and administration and support costs. The Directors are always researching ways to meet this objective. They have also created a Designated Fund to provide for development purposes which are considered essential for improvement and growth within the Charity.

# Public benefit

Bexley Youth Training Group specialises in providing government funded apprenticeship programmes to young people in the London Boroughs of Bexley, Greenwich and Newham. The objectives of the Charity is to offer young people, who are disadvantaged and excluded from employment, the skills and knowledge needed to pursue careers which are fulfilling and in turn lead to prosperity in later lives.

Our work is primarily directed towards the young people living in the boroughs of Bexley, Greenwich and Newham. It also benefits young adults who are already in employment and are interested to further their skills and knowledge in life through short skills courses.

# Organisation

Authority for the day to day running of the Charity has been delegated to Ms A McCaul, Chief Executive, as has the day to day financial management however an expenditure threshold of £5,000 is in place for any capital expenditure required. Income and expenditure resources are monitored quarterly and an annual budget is set and agreed with the Board.

# Trustee induction and training

All prospective Trustees are invited for an "informal discussion" regarding the Charity, its objectives and general detail on its activities. The prospective Trustee is then invited to observe a Board Meeting to get to meet the other Trustees and observe relationships and how meetings are conducted. The prospective Trustee then formally expresses and interest in becoming a Trustee at which at which time nominations and voting takes place with existing Trustees. A formal training plan is then agreed to to introduce the Trustee to the business plan of the Charity, operation plan, OFSTED and external quality requirements, the Annual Accounts, Governing Document, Skills Funding Agency and Education Funding Agency. This can happen over one or two separate sessions with the Chief Executive.

TRUSTEES' ANNUAL REPORT (continued)

#### YEAR ENDED 31 JULY 2014

# Risk management

Because of the volatile political landscape, education policy can shift significantly on an annual basis. The Board with the Chief Executive establish the annual direction of the Charity and carry out a thorough risk analysis in a "Strategy Day" which usually takes place in October. The annual SWOT analysis takes as much into consideration as possible, predicts where our major risks are, the outcomes from which the strategic and operational plans are formed to minimise identified risk to the business.

The Charity has made significant improvements in the area of risk management by establishing a Risk & Audit Committee (meeting quarterly) by appointing (external) internal auditors who review the business and report findings to the R&A Committee, by developing and regularly reviewing a Risk register and by reviewing and implementing more robust internal controls.

All of this work has been overseen by the R&A committee in order to ensure the Charitable funds are afforded maximum protection. The R&A committee have also overseen audit and control improvement in the areas of "fraud risk management" this work has been supported by Scrutton Bland Auditors who are experienced in the realm of government funding and risk/fraud management. This work took place throughout 13/14 year and has significantly improved the performance of the Charity.

# Charity objectives

The objectives of the Charity as set out in its governing document is to promote the advancement of education of members of the public who through their social and economic circumstances are in need and unable to gain employment or who are in employment but require further training to work satisfactory in this employment, by the provision of training facilities which will enable such persons to acquire and develop vocational skills.

The key objectives for the year included:

To increase the number of young people joining apprenticeship schemes and therefore gaining employment

To improve success rates of the training programmes provided to young people aged between 16-24.

# Strategy and policies

The Trustees are responsible for setting strategies for the objectives of the charity. The focus of the strategy is to provide a range of training programmes aimed at young people to enhance their skills and qualifications.

The key strategies for the year included:

To continue to provide apprenticeships to young people to enable them to gain skills and qualifications from the work place.

To continue to offer high quality study programmes to allow individuals to enhance their skills and help them to prepare for either further education, apprenticeships or employment.

# TRUSTEES' ANNUAL REPORT (continued)

#### YEAR ENDED 31 JULY 2014

# Financial review and achievements

The Charity reported net outgoing resources of £58,651 in respect of unrestricted funds and net outgoing resources of £17,643 in respect of restricted funds giving total net outgoing resources for the year of £76,294.

During the year the grants received for the provision of apprenticeships decreased by 22.88% compared to 2013.

During the year the grants received for the supply of study programmes decreased by 29.86% compared to 2013.

# Plans for future periods

The Charity will aim to continue to improve upon it's standards of training and apprenticeships provided to young people.

The Charity has designed a new approach to equipping young people aged 16-19 to be employment ready via the Charity's new traineeship programme. Traineeships allow individuals to gain work experience which could lead to paid apprenticeship employment. The purpose of the scheme is to prepare young people for full-time employment.

This is the equivalent of an internship and is proving to be extremely popular with both employers and young people - we have hope for significant growth in this area in future operational years.

#### Trustees' responsibilities statement

The trustees (who are also the directors of Bexley Youth Training Group for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the accounts in accordance with applicable law and regulations.

Company law requires the trustees to prepare accounts for each financial year. Under that law the trustees have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- · observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent; and
- · prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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 accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

TRUSTEES' ANNUAL REPORT (continued)

# YEAR ENDED 31 JULY 2014

#### Auditor

Opass Billings Wilson & Honey LLP are deemed to be re-appointed under section 144 of the Charities Act 2011.

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

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

Signed on behalf of the trustees

Mr David Eastgate

Chairperson

11/03/2015

# INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF BEXLEY YOUTH TRAINING GROUP

#### YEAR ENDED 31 JULY 2014

We have audited the accounts of Bexley Youth Training Group for the year ended 31 July 2014 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

# Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' Annual Report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of accounts and for being satisfied that they give a true and fair view.

The trustees have elected for the accounts to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly we have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

## Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited accounts. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

# **Opinion on accounts**

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2014 and of its
  incoming resources and application of resources, including its income and expenditure, for the year then
  ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

# INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF BEXLEY YOUTH TRAINING GROUP (continued)

#### YEAR ENDED 31 JULY 2014

# Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the accounts; or
- the charitable company has not kept adequate accounting records; or
- the accounts are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the accounts in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report.

OPASS BILLINGS WILSON & HONEY LLP Chartered Certified Accountants & Statutory Auditor

Numeric House 98 Station Road Sidcup Kent DA15 7BY

11/03/2015

Opass Billings Wilson & Honey LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

# STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

# YEAR ENDED 31 JULY 2014

INCOMING PEROIDORS	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2014 £	Total Funds 2013 £
INCOMING RESOURCES Incoming resources from generations:	ating				
Investment income Incoming resources from	2	12,978	-	12,978	35,526
charitable activities	3	3,055,253	67,208	3,122,461	3,027,981
Other incoming resources	4	37,681	´ <b>-</b>	37,681	36,652
TOTAL INCOMING		<del></del>			
RESOURCES	•	3,105,912	67,208	3,173,120	3,100,159
RESOURCES EXPENDED					
Charitable activities	5	(2,966,149)	(84,851)	(3,051,000)	(3,365,052)
Governance costs	6	(157,295)	_	(157,295)	(253,599)
Other resources expended	7	(41,119)	-	(41,119)	<del>-</del>
TOTAL RESOURCES EXPE	NDED	(3,164,563)	(84,851)	(3,249,414)	(3,618,651)
NET OUTGOING RESOURCES FOR THE YEAR/NET EXPENDITURE		<del></del>			
FOR THE YEAR RECONCILIATION OF FUN	8 IDS	(58,651)	(17,643)	(76,294)	(518,492)
Total funds brought forward		1,492,620	723,413	2,216,033	2,734,525
TOTAL FUNDS CARRIED					
FORWARD		1,433,969	705,770	2,139,739	2,216,033

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 11 to 16 form part of these accounts.

#### **BALANCE SHEET**

31 JULY 2014

	Note	£	2014 £	2013 £
FIXED ASSETS				
Tangible assets	10		1,184,873	1,090,096
CURRENT ASSETS				
Debtors	11	270,907		235,014
Cash at bank		881,732		1,716,997
		1,152,639		1,952,011
CREDITORS: Amounts falling due within one year	12	(197,773)		(826,074)
		<del></del>		
NET CURRENT ASSETS	• •		954,866	1,125,937
TOTAL ASSETS LESS CURRENT LIABILITIES			2,139,739	2,216,033
NET ASSETS			2,139,739	2,216,033
FUNDS				
Restricted income funds	14		705,770	723,413
Unrestricted income funds	15		1,433,969	1,492,620
TOTAL FUNDS			2,139,739	2,216,033
•				

For the year ended 31 July 2014 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies but as this company is a charity, it is subject to audit under the Charities Act 2011.

# Trustees' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts were approved by the members of the committee and authorised for issue on the ..../63/2015. and are signed on their behalf by:

Mr David Eastgate

Chairperson

Company Registration Number: 01747251

The notes on pages 11 to 16 form part of these accounts.

#### NOTES TO THE ACCOUNTS

#### YEAR ENDED 31 JULY 2014

#### 1. Accounting policies

#### Basis of accounting

The accounts have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), and the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005).

# Charitable trading

Income from charitable activities include income received under contract or where entitlement to grant funding is subject to specific performance conditions as recognised as earned as the related services are provided.

#### Interest receivable

Investment income is recognised on a receivable basis.

## Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Charitable activities include expenditure associated with the operation of the training centres and the training of individuals.

Governance costs include this incurred in the governance of the Charity and its assets and are primarily associated with the constitutional and statutory requirements.

All fixed assets are initially recorded at cost.

## Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Computer Equipment

- 33.3% Straight line

Fixture & Fittings

- 20% Straight line

Leasehold Property

- 10% Straight line

Freehold Property

- 2% Straight line

# Operating lease agreements

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

# NOTES TO THE ACCOUNTS

# YEAR ENDED 31 JULY 2014

Directricted   Parish   Pari						
Bank interest receivable   Search   S	2.	Investment income				
Bank interest receivable   12,978   12,978   35,326						
Bank interest receivable   12,978   12,978   35,526						
Unrestricted Funds		Bank interest receivable		*-	*-	
Funds   Fund	3.	Incoming resources from charitable a	ctivities			
SFA income			Unrestricted	Restricted	Total Funds	Total Funds
SFA income         1,440,310         —         1,440,310         J,090,394           SFA sub conractor income         302,882         —         302,882         384,334           EFA income         1,044,516         —         1,044,516         J,301,317           EFA subcontractor income         —         —         —         —         187,866           Commercial income         21,312         —         21,312         J3,580           Sales force income         11,140         —         11,140         10,995           Bursary income         59,593         —         59,593         39,395           AGE grant income         175,500         —         175,500         —           Trainee support programme         —         —         67,208         67,208         —           Trainee support programme         —         —         67,208         3,122,461         3,027,981           4. Other incoming resources         Unrestricted         Total Funds         Total Funds         Total Funds         1,014         2013         £         £         £         £         £         6         2,638         37,681         37,681         36,652         36,652         53,652         53,652         53,65			Funds	Funds	2014	2013
SFA sub conractor income   302,882   - 302,882   384,434     EFA income   1,044,516   - 1,044,516   1,301,317     EFA subcontractor income			£	£	£	
EFA income         1,044,516         —         1,044,516         // 301,317           EFA subcontractor income         —         —         —         —         187,866           Commercial income         21,312         —         21,312         13,580           Sales force income         11,140         —         11,140         10,995           Bursary income         59,593         —         59,593         39,395           AGE grant income         —         67,208         67,208         —           Trainee support programme         —         67,208         67,208         —           Trainee support programme         —         67,208         3,122,461         3,027,981           4. Other incoming resources         Unrestricted         Funds         Total Funds         Total Funds           Rent receivable         35,275         35,275         34,014         2013         2,406         2,406         2,638           Sundry income         —         2,406         2,406         2,638         37,681         37,681         36,652           5. Costs of charitable activities by fund type         —         Total Funds         Funds         Funds         2014         2013         £         £				_		
EFA subcontractor income Commercial income 21,312				_		
Commercial income   21,312   - 21,312   13,580   Sales force income   11,140   - 11,140   10,995   Bursary income   59,593   - 59,593   39,395   AGE grant income   175,500   - 175,500			1,044,516	-	1,044,516	
Sales force income Bursary income   11,140			-	_	-	
Bursary income				-		
AGE grant income Trainee support programme  - 67,208 67,208 - 67,208 67,208  - 67,208 67,208 67,208 67,208  - 67,208 67,208 3,122,461 3,027,981  4. Other incoming resources    Unrestricted Funds				-		
Trainee support programme		•		<u>-</u>		39,393
3,055,253   67,208   3,122,461   3,027,981			173,300	67 208		_
4. Other incoming resources    Unrestricted Funds   Fu		Trance support programme				
Unrestricted Funds			3,055,253	67,208	3,122,461	3,027,981
Funds £ £ £ £ £ £ £ £ £ £ £ £ £ £ £ 35,275 2,406 2,406 2,406 2,406 2,406 2,406 2,638 2,406 2,638 37,681 37,681 37,681 37,681 37,681 37,681Total Funds 2014 2013 £ 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2013 2014 2013 2014 2013 2014 2013 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2013 2014 2013 2014 2013 2013 2014 2013 2013 2014 2013 2014 2013 2014 2013 2013 2014 2013 2014 2013 2013 2014 2013 2013 2014 2013 2013 2014 2013 2014 2013 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2013 2014 2014 2013 2014 2013 2014 2013 2014 2014 2013 2014 2013 2014 2013<	4.	Other incoming resources				
Funds £ £ £ £ £ £ £ £ £ £ £ £ £ £ £ 35,275 2,406 2,406 2,406 2,406 2,406 2,406 2,638 2,406 2,638 37,681 37,681 37,681 37,681 37,681 37,681Total Funds 2014 2013 £ 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2013 2014 2013 2014 2013 2014 2013 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2013 2014 2013 2014 2013 2013 2014 2013 2013 2014 2013 2014 2013 2014 2013 2013 2014 2013 2014 2013 2013 2014 2013 2013 2014 2013 2013 2014 2013 2014 2013 2013 2014 2013 2014 2013 2014 2013 2014 2013 2014 2013 2013 2014 2014 2013 2014 2013 2014 2013 2014 2014 2013 2014 2013 2014 2013<				Unrestricted	Total Funds	Total Funds
Rent receivable   35,275   35,275   34,014     Sundry income   2,406   2,406   2,638     37,681   37,681   36,652     Sundry income   2,406   2,406   2,638     37,681   37,681   36,652						
Sundry income         2,406         2,406         2,638           37,681         37,681         36,652           5. Costs of charitable activities by fund type           Unrestricted Funds Funds Funds Funds Funds Funds Punds Funds F						
5. Costs of charitable activities by fund type    Unrestricted Funds Funds Funds   E		Rent receivable		35,275	35,275	34,014
5. Costs of charitable activities by fund type    Unrestricted   Funds   Funds   Funds   2014   2013		Sundry income		2,406	2,406	2,638
Unrestricted Funds         Restricted Funds         Total Funds         Total Funds           £         £         £         £         £           £         £         £         £         £           Training costs         368,588         67,208         435,796         151,569           Direct costs         1,895,986         -         1,895,986         2,435,559           Support costs         37,256         -         37,256         64,803           Premises expenses         664,319         17,643         681,962         713,121				37,681	37,681	36,652
Unrestricted Funds         Restricted Funds         Total Funds         Total Funds           £         £         £         £         £           £         £         £         £         £           Training costs         368,588         67,208         435,796         151,569           Direct costs         1,895,986         -         1,895,986         2,435,559           Support costs         37,256         -         37,256         64,803           Premises expenses         664,319         17,643         681,962         713,121	5.	Costs of charitable activities by fund t	vne			
Funds         Funds         2014         2013           £         £         £         £         £           £         £         £         £         £           £         £         £         £         £           £         £         £         £         £           £         £         £         £         £         £           Direct costs         1,895,986         -         1,895,986         2,435,559           Support costs         37,256         -         37,256         64,803           Premises expenses         664,319         17,643         681,962         713,121	•		) PC			
Fraining costs       368,588       67,208       435,796       151,569         Direct costs       1,895,986       -       1,895,986       2,435,559         Support costs       37,256       -       37,256       64,803         Premises expenses       664,319       17,643       681,962       713,121			Unrestricted	Restricted	<b>Total Funds</b>	Total Funds
Training costs       368,588       67,208       435,796       151,569         Direct costs       1,895,986       -       1,895,986       2,435,559         Support costs       37,256       -       37,256       64,803         Premises expenses       664,319       17,643       681,962       713,121			Funds	Funds	2014	2013
Direct costs       1,895,986       -       1,895,986       2,435,559         Support costs       37,256       -       37,256       64,803         Premises expenses       664,319       17,643       681,962       7/3,121			-			
Support costs         37,256         -         37,256         64,803           Premises expenses         664,319         17,643         681,962         713,121				67,208	•	
Premises expenses 664,319 17,643 681,962 713,121				_		
<u> </u>				15 (42		
2,966,149 <u>84,851</u> <u>3,051,000</u> <u>3,365,052</u>		rteinises expenses		<u> </u>		
			2,966,149	84,851	3,051,000	3,365,052

# NOTES TO THE ACCOUNTS

# YEAR ENDED 31 JULY 2014

6.	Governance costs			
		Unrestricted	Total Funds	Total Funds
		Funds	2014	2013
		£	£	£
	Audit fees	8,000	8,000	10,000
	Consultancy fees	53,894	53,894	71,000
	Legal fees	74,105	74,105	59,776
	Trustees expenses	3,185	3,185	5,938
	Interest payable	_	_	23,269
	Bank and credit card charges	2,426	2,426	1,973
	Staff Welfare	2,597	2,597	2,750
	Subscriptions and licences	11,476	11,476	12,968
	Sundry expenses	1,612	1,612	9,648
	Irrecoverable VAT			56,277
		157,295	157,295	253,599
7.	Other resources expended			
		Unrestricted	Total Funds	Total Funds
		Funds	2014	2013
		£	2014 £	2013 £
	Bad debts	41,119	41,119	
8.	Net outgoing resources for the year			
	This is stated after charging:			
			2014	2013
			£	£
	Staff pension contributions		15,882	13,466
	Depreciation		53,889	47,300
	Auditors' remuneration:			
	- audit of the financial statements		8,000	10,000
9.	Staff costs and emoluments	•		
	Total staff costs were as follows:			
			2014	2013
			£	£
	Wages and salaries		1,475,520	1,701,087
	Social security costs		129,565	158,613
	Other pension costs		15,882	13,466
			1,620,967	1,873,166
	,			

# NOTES TO THE ACCOUNTS

# YEAR ENDED 31 JULY 2014

# 9. Staff costs and emoluments (continued)

# Particulars of employees:

The average number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2014	2013
	No	No
Teachers	29	31
Administration	28	30
Management	3	3
	60	64
The number of employees whose remuneration for the year fell within the fo	ollowing bands, were	e:
	2014	2013
	No.	No
£70,000 to £79,999	-	1
£90,000 to £99,999	. 1	
	1	1

No remuneration was paid to or waived by any Trustee(Director) during the year (2013:- Nil). Expenses of £3,185 for travel were reimbursed to Trustees during the year (2013:- £5,938).

# 10. Tangible fixed assets

			I	mprovement	•
	Freehold land	Computer	Fixtures & st	to Leasehold	
	and property	Equipment	Fittings	Property	Total
	£	£	£	£	£
COST					
At 1 August 2013	1,341,646	176,487	43,208	43,252	1,604,593
Additions	-	146,674	1,992	_	148,666
Disposals	_	(88,151)	_	_	(88,151)
At 31 July 2014	1,341,646	235,010	45,200	43,252	1,665,108
		=======================================		<del></del>	=
DEPRECIATION					
At 1 August 2013	280,994	169,788	31,004	32,711	514,497
Charge for the year	21,502	21,517	6,564	4,306.	53,889
On disposals	_	(88,151)	_	-	(88,151)
At 31 July 2014	302,496	103,154	37,568	37,017	480,235
		<del></del> =		<del></del>	
NET BOOK VALUE					
At 31 July 2014	1,039,150	131,856	7,632	6,235	1,184,873
At 31 July 2013	1,060,652	6,699	12,204	10,541	1,090,096

# NOTES TO THE ACCOUNTS

# YEAR ENDED 31 JULY 2014

19 Upland Road

11.	Debtors			
			2014	2013
			£	£
	Trade debtors		15,917	4,500
	Tax and social security debtors		· <del>-</del>	3,160
	Other debtors		17,954	7
	Prepayments		237,036	227,347
			270,907	235,014
12.	Creditors: Amounts falling due within one	year		
			2014	2013
			2014 £	£ 2015
	Trade creditors		94,797	741,268
	Taxation and social security		37,147	42,757
	Other creditors		547	5,605
	Accruals		65,282	36,444
			197,773	826,074
13.	Commitments under operating leases  At 31 July 2014 the charity had annual combelow.			
			Land and buildings	
		2014 £		2013 £
	Operating leases which expire:			
	Within 1 year	38,	880	-
	Within 2 to 5 years	231,8		32,400
	After more than 5 years		-	40,000
		270,	715	72,400
14.	Restricted income funds			
		Balance at	Outgoing	Balance at
		1 Aug 2013	resources	31 Jul 2014
		£	£	£

705,770

(17,643)

# NOTES TO THE ACCOUNTS

# YEAR ENDED 31 JULY 2014

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	Balance at 1 Aug 2013 £	Incoming resources	Outgoing resources	Transfers £	Balance at 31 Jul 2014 £
Designated Fund	208,308	59,593	(71,521)	(148,408)	47,972
General Funds	1,284,312	3,124,992	(3,171,715)	148,408	1,385,997
	1,492,620	3,184,585	(3,243,236)		1,433,969

# 16. Analysis of net assets between funds

	Tangible fixed assets	Net current assets	Total
	£	£	£
Restricted Income Funds:			
19 Upland Road	703,810	_	703,810
Unrestricted Income Funds	481,063	961,194	1,442,257
Total Funds	1,184,873	961,194	2,146,067

# 17. Contingencies

The terms attaching to the Government grant received in respect of the purchase of 19 Upland Road state that written consent must be obtained from the council prior to the sale or change of use of the property. In the event of this condition being breached, the grant, to the value of £200,000 may become repayable by the company. The Directors consider the possibility of such a repayment to be remote and therefore no liability is recorded.

# 18. Company limited by guarantee

The Company is Limited by Guarantee having no Share Capital. The liability of each member of the event of winding up is limited to £1.