

Registered number
04083974



Eden College of Human Resource
Development and Management Studies Limited
(Limited by Guarantee)

Report and Accounts


31 October 2018

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Eden College of Human Resource Development and Management Studies Limited
Report and accounts
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Eden College of Human Resource Development and Management Studies Limited
Company Information

Directors

Freda Jacobson
Robert Daniels

Secretary

Rebecca Ruttmern

Accountants

Ali Imran & Co
4 Dereham Road
Norwich
NR2 4AY

Registered office

34 Mawney Road
Romford
Essex
RM7 7HD

Registered number

04083974

24/7/19
Freda Jacobson

Eden College of Human Resource Development and Management Studies Limited

Registered number: 04083974

Directors' Report

The directors present their report and accounts for the year ended 31 October 2018.

Principal activities

The company's principal activity during the year continued to be provision of human resource development and management studies.

1. Incorporation and Change of Name

- The college became incorporated as an organisation limited by guarantee under the Companies Act 1985 on 4th October, 2000. The college is a not for profit organisation governed by its memorandum and articles of association.
- The company commenced trade as Training and Career Matters Ltd. On 13th April 2005, the name of the company was changed to Eden College of Human Resource Development and Management Studies Limited. (trading as Eden College).

2. Vision

- The Colleges' vision is to become a learning community: a creative, progressive and accessible place, where learning is accepted as the culture for all communities, where provision meets the demands and needs of all communities and where individuals can find personal fulfilment and skills for employment and life.
- Our vision complements that of the "Learning to Succeed Whitepaper 1999" of sharing responsibility for achieving a lifelong learning culture between the government, individuals, employers, providers and communities.

3. Mission Statement


- To bridge the gap between theory, practice, knowledge and skills.

4. Principal Activities

- The principal activity of the college is to deliver vocationally oriented education leading to qualifications in human resource development and management studies as well as effective career and organisational development, management planning and advisory services to students of all ages and abilities, particularly those who face disadvantage in the labour market.

5. Client Groups Served

- | | |
|------------------|------------------------------------------------------|
| ○ Adult Learners | ○ Young Learners |
| ○ Older Workers | ○ Workforce Development |
| ○ Unemployed | ○ Employed |
| ○ Offenders | ○ Ex-Offenders |
| ○ Homeless | ○ Clients with special needs & learning difficulties |
| ○ Other | ○ Practitioners from a range of backgrounds |

 24/7/19
Reed Jones

Eden College of Human Resource Development and Management Studies Limited
Registered number: 04083974
Directors' Report

6. Provision

Current provision provided by the college:

- o Apprenticeships
- o Learner Responsive
- o Employer Responsive
- o Careers Advice and Employability Support
- o SFA direct - 24 plus Loan and sub contracted provisions
- o Vocational and National Vocational Qualifications at all levels from 1-7

7. College Strategic Direction

The following strategic objectives are being monitored with operational deliverables and performance indicators.

7a. Short Term Objectives

- o Embed rigour into quality improvement practices, provide clear strategic direction and motivate staff.
- o Increased focus on teaching, learning and assessment and monitoring.
- o Achieve at least 80% performance results for all the college's customers - learners, trainees, employers and funding contractors.
- o Develop quality of teaching and strategic interventions to ensure at least 85% learner enrolments and 80% learner success rates.
- o Strengthen systematic engagements with employers to support progression into employment.
- o Improve strategic, operational and administrative processes.
- o Attract and retain quality staff and volunteers.

7b. Long Term Objectives

- o Provide a quality and structured training, development and assessment environment that responds to the needs of the college's customers – young people, adult learners, employers and funding contractors.
- o Invest in affordable high-quality continuing training and professional development for staff and governors.
- o Establish and maintain relationships that increase social inclusion and community reconnection for the under privileged in our communities.
- o Be sustainable and strive for continuous innovation and improvement.

Handwritten signature: Adele Jurek
Handwritten date: 29/10/19

8. Financial Objectives

- Achieve an annual underlying operating surplus.
- Maintain appropriate levels of short-term liquidity.
- Maintain a viable level of long term borrowing.
- To continue to improve financial management and raise awareness of financial issues
- Maintain the confidence of funding bodies, suppliers, banks and professional advisors.
- Maintain at least a "Good" financial health status with the Skills Funding Agency (SFA).
- Maintain adequate cash reserves to guard against unforeseen adverse changes in the income stream.
- Diversify income streams and be more enterprising in how to lead the college through robust and rigorous financial planning and management.

9. Key Strategies towards Objectives in 2017/18

Our ethos of continuous improvement is particularly evident in our learning, development and assessment process. Self-assessment is rigorous and reliable, with regards to learner achievement, retention and progression. The College monitors its own performance relentlessly and is currently pursuing on going capacity to improve as follows:

- Learners are being supported significantly to achieve their awards; the extra burden of portfolio development has been removed from learners and is being handled by the Learning and Assessment Team.
- There is a closer focus on staff monitoring, supervision and observations to improve daily practice.
- Regular consultancy visits and mock inspections are fostering continuous improvement of our provision.
- Heightened emphasis on colleges mission and objectives is enhancing a shared approach by all
- Intensified gathering of views, opinions and feedback from practitioners, learners and stakeholders are refining the self-evaluation process.
- Rigorous quarterly staff appraisals are on-going.
- Increased opportunities for training and professional development of practitioners, with particular regard to safeguarding, risk assessment and health and safety.
- Expansion of college resources
- Reviews of delivery and educational programmes.
- Annual budgets that are underpinned by realistic soundly based assumptions are being monitored.

24/7/18
Neele Javed

Eden College of Human Resource Development and Management Studies Limited

Registered number: 04083974

Directors' Report

Achievement

In March 2018 Eden College achieved a grade 2 following its Ofsted inspection being the first Ofsted inspection an outstanding achievement for the director and team who have always worked and strived to ensure learners are at the heart of all interventions, including the delivery of its information, advice and guidance sessions as well as the delivery of its educational provision.

Directors


The following persons served as directors during the year:


Freda Jacobson
Robert Daniels

Small company provisions

This report has been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

This report was approved by the board on 11 July 2019 and signed on its behalf.


Freda Jacobson
Director

filed

24/7/19

**Eden College of Human Resource Development and Management Studies Limited
Accountants' Report**

**Accountants' report to the directors of
Eden College of Human Resource Development and Management Studies Limited**

You consider that the company is exempt from an audit for the year ended 31 October 2018. You have acknowledged, on the balance sheet, your responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts. These responsibilities include preparing accounts that give a true and fair view of the state of affairs of the company at the end of the financial year and of its profit or loss for the financial year.


In accordance with your instructions, we have prepared the accounts which comprise the Profit and Loss Account, the Balance Sheet, the Statement of Changes in Equity and the related notes from the accounting records of the company and on the basis of information and explanations you have given to us.

We have not carried out an audit or any other review, and consequently we do not express any opinion on these accounts.

Ali Imran & Co
Accountants

4 Dereham Road
Norwich
NR2 4AY

11 July 2019

 24/7/19
Reza Javobe

Eden College of Human Resource Development and Management Studies Limited
Registered number: 04083974
Balance Sheet
as at 31 October 2018

	Notes	2018 £	2017 £
Fixed assets			
Tangible assets	2	26,659	29,621
Current assets			
Debtors	3	106,781	92,573
Cash at bank and in hand		18,075	18,075
		<u>124,856</u>	<u>110,648</u>
Creditors: amounts falling due within one year	4	(10,400)	(15,924)
Net current assets		<u>114,456</u>	<u>94,724</u>
Net assets		<u>141,115</u>	<u>124,345</u>
Capital and reserves			
Profit and loss account		141,115	124,345
Shareholders' funds		<u>141,115</u>	<u>124,345</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The accounts have been prepared and delivered in accordance with the special provisions applicable to companies subject to the small companies regime. The profit and loss account has not been delivered to the Registrar of Companies.

Freda Jacobson

Director

Approved by the board on 11 July 2019

24/12/19
Heidi Junt

Eden College of Human Resource Development and Management Studies Limited
Profit and Loss Account
for the year ended 31 October 2018

	2018 £	2017 £
Turnover	502,235	371,648
Cost of sales	(36,684)	(35,970)
Gross profit	<u>465,551</u>	<u>335,678</u>
Administrative expenses	(445,527)	(312,688)
Operating profit	<u>20,024</u>	<u>22,990</u>
Interest payable	(48)	(615)
Profit before taxation	<u>19,976</u>	<u>22,375</u>
Tax on profit	(3,206)	(3,546)
Profit for the financial year	<u>16,770</u>	<u>18,829</u>

 24/7/15
 Fred Jacobson

Eden College of Human Resource Development and Management Studies Limited
Statement of Changes in Equity
for the year ended 31 October 2018

	Profit and loss account £	Total £
At 1 November 2016	105,516	105,516
Profit for the financial year	18,829	18,829
At 31 October 2017	<u>124,345</u>	<u>124,345</u>
At 1 November 2017	124,345	124,345
Profit for the financial year	16,770	16,770
At 31 October 2018	<u>141,115</u>	<u>141,115</u>

24/12/18
 Bede Jones

Eden College of Human Resource Development and Management Studies Limited
Notes to the Accounts
for the year ended 31 October 2018

1 Accounting policies

Basis of preparation

The accounts have been prepared under the historical cost convention and in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (as applied to small entities by section 1A of the standard).

Turnover

Turnover is measured at the fair value of the consideration received or receivable, net of discounts and value added taxes. Turnover includes revenue earned from the sale of goods and from the rendering of services. Turnover from the sale of goods is recognised when the significant risks and rewards of ownership of the goods have transferred to the buyer. Turnover from the rendering of services is recognised by reference to the stage of completion of the contract. The stage of completion of a contract is measured by comparing the costs incurred for work performed to date to the total estimated contract costs.

Tangible fixed assets

Tangible fixed assets are measured at cost less accumulative depreciation and any accumulative impairment losses. Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost, less estimated residual value, of each asset evenly over its expected useful life, as follows:

Plant and machinery	10% reducing balance
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Debtors

Short term debtors are measured at transaction price (which is usually the invoice price), less any impairment losses for bad and doubtful debts. Loans and other financial assets are initially recognised at transaction price including any transaction costs and subsequently measured at amortised cost determined using the effective interest method, less any impairment losses for bad and doubtful debts.

Creditors

Short term creditors are measured at transaction price (which is usually the invoice price). Loans and other financial liabilities are initially recognised at transaction price net of any transaction costs and subsequently measured at amortised cost determined using the effective interest method.

24/12/18
Reese Jacobin

Eden College of Human Resource Development and Management Studies Limited
Notes to the Accounts
for the year ended 31 October 2018

Taxation

A current tax liability is recognised for the tax payable on the taxable profit of the current and past periods. A current tax asset is recognised in respect of a tax loss that can be carried back to recover tax paid in a previous period. Deferred tax is recognised in respect of all timing differences between the recognition of income and expenses in the financial statements and their inclusion in tax assessments. Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Deferred tax is measured using the tax rates and laws that have been enacted or substantively enacted by the reporting date and that are expected to apply to the reversal of the timing difference, except for revalued land and investment property where the tax rate that applies to the sale of the asset is used. Current and deferred tax assets and liabilities are not discounted.

Provisions

Provisions (ie liabilities of uncertain timing or amount) are recognised when there is an obligation at the reporting date as a result of a past event, it is probable that economic benefit will be transferred to settle the obligation and the amount of the obligation can be estimated reliably.

Pensions

Contributions to defined contribution plans are expensed in the period to which they relate.

2 Tangible fixed assets

	Plant and machinery etc £
Cost	
At 1 November 2017	47,275
At 31 October 2018	<u>47,275</u>
Depreciation	
At 1 November 2017	17,654
Charge for the year	<u>2,962</u>
At 31 October 2018	<u>20,616</u>
Net book value	
At 31 October 2018	<u>26,659</u>
At 31 October 2017	<u>29,621</u>

3 Debtors

	2018 £	2017 £
Trade debtors	102,213	89,523
Other debtors	<u>4,568</u>	<u>3,050</u>
	<u>106,781</u>	<u>92,573</u>

24/12/19
Freda Sawbik

Eden College of Human Resource Development and Management Studies Limited
Notes to the Accounts
for the year ended 31 October 2018

4 Creditors: amounts falling due within one year	2018	2017
	£	£
Trade creditors	4,056	8,437
Taxation and social security costs	4,280	4,021
Other creditors	2,064	3,466
	<u>10,400</u>	<u>15,924</u>

5 Other information

Eden College of Human Resource Development and Management Studies Limited is a private company limited by shares and incorporated in England. Its registered office is:


34 Mawney Road
Romford
Essex
RM7 7HD

24/7/19
Freda Jacobson

Eden College of Human Resource Development and Management Studies Limited
Detailed profit and loss account
for the year ended 31 October 2018

This schedule does not form part of the statutory accounts

	2018 £	2017 £
Sales	502,235	371,648
Cost of sales	(36,684)	(35,970)
Gross profit	<u>465,551</u>	<u>335,678</u>
Administrative expenses	(445,527)	(312,688)
Operating profit	<u>20,024</u>	<u>22,990</u>
Interest payable	(48)	(615)
Profit before tax	<u>19,976</u>	<u>22,375</u>

 24/12/19
 Freda Jacobson

Eden College of Human Resource Development and Management Studies Limited
Detailed profit and loss account
for the year ended 31 October 2018

This schedule does not form part of the statutory accounts

	2018 £	2017 £
Sales		
Sales	<u>502,235</u>	<u>371,648</u>
Cost of sales		
Contracted tuition services	<u>36,684</u>	<u>35,970</u>
Administrative expenses		
Employee costs:		
Wages and salaries	143,410	122,579
Directors' salaries	23,429	26,465
Employer's NI	13,444	12,900
Staff training and welfare	1,860	2,040
Travel and subsistence	1,379	1,260
Security costs	1,584	1,584
Casual labour	7,100	1,280
	<u>192,206</u>	<u>168,108</u>
Premises costs:		
Rent	54,000	54,000
Rates	12,353	12,867
Light and heat	7,224	6,843
Cleaning	7,850	2,240
	<u>81,427</u>	<u>75,950</u>
General administrative expenses:		
Telephone and fax	8,652	3,468
Stationery and printing	5,730	2,897
Subscriptions	105	-
Bank charges	345	345
Insurance	1,593	1,536
Equipment hire	425	318
Repairs and maintenance	3,870	1,670
Depreciation	2,962	3,291
Computer costs	2,442	2,350
Sundry expenses	3,035	3,630
	<u>29,159</u>	<u>19,505</u>
Legal and professional costs:		
Accountancy fees	1,000	1,000
Consultancy fees	80,247	3,025
Accreditation & Exams fee	52,778	42,062
Advertising and PR	1,860	2,680
Other legal and professional	6,850	358
	<u>142,735</u>	<u>49,125</u>
	<u>445,527</u>	<u>312,688</u>

24/12/18
Reed Juvab