



THE INSPIRING FUTURES FOUNDATION

(A company limited by guarantee and not having a share capital)

Company Number 373984

Charity Number 313153 (England) 39664 (Scotland)

STATUTORY ACCOUNTS

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2011

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THE INSPIRING FUTURES FOUNDATION

YEAR ENDED 31 AUGUST 2011

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The Inspiring Futures Foundation

LEGAL AND ADMINISTRATIVE INFORMATION

Legal Status	The Charity is incorporated under the Companies Act 2006 as limited by guarantee	
Governing document	The Company's Memorandum and Articles of Association	
Charity registration number	313153 (England) 39664 (Scotland)	
Company registration number:	373984	
Secretary and Registered Office.	I K Newman 1st Floor St George's House Knoll Road Camberley GU15 3SY Tel 01276 687500 Email info@inspiringfutures.org.uk Web site www.inspiringfutures.org.uk	
Chief Executive Officer	A R Airey	
President	D A Emms	
Vice-President:	G W Searle	
Council Membership:	<div><div>Dr M Hicks (Chairman)</div><div>Ms E Allen</div><div>C Conway</div><div>Professor D Eyre</div><div>L Lister</div><div>R Martin</div><div>K Richardson</div><div>1 Appointed Director 18th November 2010</div><div>2 Appointed Director 16th March 2011</div><div>3 Appointed Director 16th June 2011</div></div> <div><div>3 Mrs W Berliner</div><div>Mrs L Croston</div><div>C Gileard</div><div>A McClaran</div><div>1 Ms J Middleton</div><div>2 J Spence</div></div>	
Bankers.	National Westminster Bank Plc 45 Park Street Camberley, Surrey GU15 3PA	CAF Bank Limited Kings Hill West Malling Kent ME19 4TA
Investment Fund Managers	Rathbone Investment Management Limited 159 New Bond Street London W1S 1UD	
Auditors:	Appleby & Wood 40 The Lock Building 72 High Street Stratford London E15 2QB	
Solicitors:	Stone King 13 Queen Square Bath BA1 2HJ	

Directors and Trustees Report for the year ended 31st August 2011

1 The Council, who are also the trustees and the directors of the Company, submit their Annual Report and audited Financial Statements for the year ended 31st August 2011. They have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting for Charities' in preparing the annual report and financial statements of the Company.

Structure and Governance

2 Incorporated in 1942, the Inspiring Futures Foundation is a registered educational charity and a company limited by guarantee, governed by its Memorandum and Articles of Association which state that -

- (a) the size of the Council is a maximum of 15 and a minimum of 9 members
- (b) the members of the Council are the only members of the company within the meaning of the Companies Act

3 Company and Charity Law requires the Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its surplus or deficit for that period. In preparing these financial statements, the Council has

- (a) selected suitable accounting policies and then applied them consistently,
- (b) made judgements and estimates that are reasonable and prudent,
- (c) stated whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements, and
- (d) prepared the financial statements on the going concern basis

4 The Council is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enables them to ensure that the financial statements comply with the Companies Act 2006. It is also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

5 The Charity's activities are supervised by Trustees, who are members of the Council. The Trustees act in an honorary capacity and are not remunerated. The Council meets formally three times a year and consists of individuals from the wider community, including higher education and employer organisations and representatives from schools.

6 New Members are provided with information from the Charities Commission to advise them of their responsibilities as a Trustee.

7 The major risks to which the charity is exposed, as identified by the Trustees, have been reviewed and systems have been established to mitigate those risks appropriate to the level of materiality and risk.

Management

8 The day-to-day management of the organisation is delegated to the Chief Executive who provides management reports to the Council at least three times per year

9 Led by the Chief Executive, there are 99 full and part-time staff, including 82 guidance staff who are responsible for the provision of services. 17 members of staff are responsible for finance & administration, information, courses, training and skills development, IT and website development and other support services such as HR and marketing

Objectives

10 The Inspiring Futures Foundation's objectives are to promote the education of pupils and young people through the provision of the best information, advice and guidance on educational, vocational and financial issues and other support as they prepare for the world of work and consider relevant educational and vocational pathways

11 The organisation aims to support as many young people as possible, in the UK and internationally, and especially to address the growing gap in guidance provision in the UK maintained sector

Activities

12 To realise its objectives, services are provided to

- (a) Individual students and their parents to help them to make appropriate choices and decisions. IFF organises psychometric profiling and interviewing, provides relevant information and advice through face-to-face, online and telephone-based means and organises experiential learning through a range of courses and events
- (b) Careers and other staff in schools to enable them to establish and maintain a full and progressive careers programme. IFF's advisers actively engage in school careers activities as required, IFF provides up-to-date information about the methods of entry to careers and to higher and further education, and arranges conferences, training courses and visits to employer organisations,
- (c) Employer organisations by making relevant opportunities for careers known to students

13 As a social enterprise, income is derived from sales of services to schools, individuals and other organisations. Donations were not a material source of income during the year and The Inspiring Futures Foundation does not itself make donations or grants

Achievements and Impact

14 The Foundation worked with approximately 22,000 young people in total during the year. Of these it enrolled over 14,000 students in its Futurewise careers guidance programme, a slight reduction on the previous academic year. Futurewise members benefit from a personalised and progressive range of support from enrolment to the age of 23, including psychometric profiling, face to face interviews, a personal webspace at www.myfuturewise.org.uk, access to IFF's IAG Helpline and discounts on career experience events

15 In the year we completed an extensive renewal of the Foundation's websites to provide a better user experience for students, schools and parents. 85,000 students are registered online and receive regular alerts and newsletters on issues relevant to their careers and subject interests

16 The IAG Helpline saw a 4% increase in activity particularly in relation to enquiries for undergraduate members and parents concerned about the changes to higher education fees

17 The business organised 52 Futurewise Fairs and Events across the UK, providing an experiential learning opportunity for 6,250 students who were able to interact with employers and partners offering insight about opportunities across the career sectors and in relation to gap fair activities. Feedback from attendees demonstrated that meeting with professionals from industry is a great way to learn about the skills and abilities needed to succeed in that area. Students find that having the chance to put questions to employers and universities about that career/subject helps them when making post school decisions

18 Skills development is a key strand of helping young people prepare for further study and the workplace, and the Foundation's InterActive days were attended by 3,119 students

19 The Foundation continued to develop new careers guidance tools and services to help it to extend the impact of its work and in the year invested funds to develop Kudos Inspire, a new software tool, in partnership with CASCAID Ltd. This new tool provides new functionality to help to raise aspirations, improve the selection of post-16 subjects and prepare students for university or workplace applications

20 Outside of the UK, the number of new schools included in IFF's programmes in Europe and the Middle East grew, although revenue was broadly flat

Investment policy

21 The Inspiring Futures Foundation's investment policy applies to all funds which are expected to be available for investment over more than one year. An Investment Committee of the Council periodically assesses whether the short-term funds include any surplus which should be added to the long-term portfolio or whether there are any additional operational or asset purchase commitments for which a part of the portfolio should be liquidated. The Committee has recognised the greater freedom given under the powers of the Trustee Act 2000 Part II

22 With the exception of one small unquoted interest, the Inspiring Futures Foundation's investments are managed by leading fund managers. Allocation of assets between different types of investment is kept under review by our advisors in line with the Investment Strategy agreed by the Council. The Inspiring Futures Foundation aims for an allocation consistent with a policy of investing securely and for growth of income and capital in real terms. Performance of each fund is monitored against targets represented, as appropriate, by the FTSE British Government All Stocks Index and the FTSE All Share Index

Financial Review

23 The results for the year are set out on page 6 of the financial statements. Net incoming resources from operations produced a surplus of £24,868 compared with a surplus of £139,916 for 2010

24 As a charity The Inspiring Futures Foundation aims to keep its charges as low as possible consistent with maintaining a quality service and accumulating sufficient reserves to fund essential new investment in its activities. All such reserves are unrestricted and the related dividend and interest income helps to subsidise its services

25 The Investment portfolio was managed by our Investment Fund Manager during the financial year. An additional £20,889 of cash was invested during the year. The value of investments at 31st August 2011 increased by £38,604

26 The movements on fixed assets during the year are set out in note 12 to the financial statements

Plans for Future Periods

27 The Foundation decided to invest significant additional funds, as well as extensive management and trustee time FY 2011/12 in order to support its strategy of expanding the scope and reach of its careers guidance services

A new post of National Director for England and Wales was created. This post will lead the Foundation in key quality and growth developments in England, at a time of great change in careers guidance policy and structures with particular focus on preparing for the implementation of the new Education Bill from September 2012

Significant additional investment was approved to complete the product development underpinning the new Inspire careers service for state schools in England and smaller investment was authorised to continue the Foundation's growth internationally

The Foundation continues to research and develop new online tools to improve the provision of impartial careers guidance to young people

At the end of this Financial Year, the Foundation embarked upon a programme to secure external funding to accelerate its ability to "make great guidance available to all"

Auditors

28 The Trustees have reappointed Appleby & Wood as auditors of the Company for the financial year ending 31st August 2012

This report was approved by the Council on 16th April 2012

Michael Hicks (Chairman)

THE INSPIRING FUTURES FOUNDATION

AUDITOR'S REPORT

Independent Auditor's Report to the Members of The Inspiring Futures Foundation

We have audited the financial statements of The Inspiring Futures Foundation for the year ended 31st August 2011 on pages 6 to 11. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's members, 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 members 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 members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the Statement of Trustees' Responsibilities set out on page 2, the trustees (who are also the directors of the company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit the financial statements 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 (APB's) Ethical Standards for Auditors.

Scope of the Audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements 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 financial statements.

Opinion on financial statements

In our opinion the financial statements

- give a true and fair view of the state of the charity's affairs as at 31st August 2011 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, and
- have been prepared in accordance with the requirements of the Companies Act 2006.

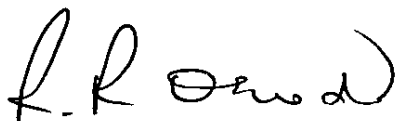
Opinion on other requirement of the Companies Act 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion

- the charity has not kept adequate accounting records, or returns adequate for our audit have not been received from branches not visited by us, or
- the financial statements are not in agreement with the accounting records and returns, or
- certain disclosure of trustees' remuneration specified by law are not made, or
- we have not received all the information and explanations we require for our audit.



R R Oswald (Senior Statutory Auditor)
For and behalf of Appleby & Wood, Statutory Auditors

Date 27/4/2012

Appleby & Wood
40 the Lock Building
Stratford
London E15 2QB

STATEMENT OF FINANCIAL ACTIVITIES

**Incorporating an Income and Expenditure Account
for the year ended 31 August 2011**

	Notes	Unrestricted Funds 2011	Unrestricted Funds 2010
		£	£
<u>INCOMING RESOURCES</u>			
<i>Incoming resources from generated funds</i>			
Activities to generate funds			30,160
Sale of publications and computer programs		30,160	30,160
Investment income	3	27,607	26,739
		57,767	56,899
<i>Incoming resources from charitable activities</i>			
Subscriptions from member schools		221,553	230,235
Activities to generate funds Fees from advisory services		2,352,788	2,571,544
		2,574,341	2,801,779
Other incoming resources		-	-
TOTAL INCOMING RESOURCES		2,632,108	2,858,678
<u>RESOURCES EXPENDED</u>			
<i>Cost of generating funds</i>			
Cost of generating funds Staff costs	8	242,079	244,033
Publications and marketing	4	103,424	117,461
		345,503	361,494
<i>Charitable Activities</i>			
Cost of activities in furtherance of Charity's activities	11	1,650,151	1,695,947
Support costs	6	356,342	413,599
Governance costs	5	221,625	234,638
Training and development		72,223	69,311
		2,300,341	2,413,495
TOTAL RESOURCES EXPENDED		2,645,844	2,774,989
Net (outgoing) resources for the year	7	(13,736)	83,689
Net realised & unrealised (Losses) on investment assets	13	38,604	56,227
Net movement in funds		24,868	139,916
Total funds at 1 September 2010		1,477,230	1,337,314
Total funds at 31 August 2011 (Unrestricted)		1,502,098	1,477,230

In the above two financial years, the company had no gains or losses other than the movement in funds and the results derive from continuing activity

All the amounts above relate to unrestricted funds

The notes on pages 8 to 11 form part of these financial statements

The Inspiring Futures Foundation

Company Number 373984
Charity Number 313153 (England) 39664 (Scotland)

Balance Sheet at 31 August 2011

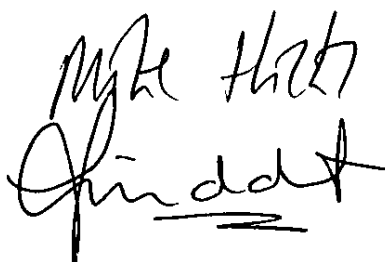
		Notes	2011	2010
			£	£
Fixed assets				
Tangible assets	361930	12	334,921	166,264
Investments		13	841,566	804,884
			<u>1,176,487</u>	<u>971,148</u>
Current assets				
Debtors		14	299,114	335,042
Investment Cash Account			33,863	31,941
Cash at bank			<u>227,403</u>	<u>414,556</u>
			<u>560,380</u>	<u>781,539</u>
Creditors				
Amounts due within one year		15	<u>(234,769)</u>	<u>(275,457)</u>
Net current assets			<u>325,611</u>	<u>506,082</u>
Total assets less current liabilities			<u>1,502,098</u>	<u>1,477,230</u>
Net assets			<u><u>1,502,098</u></u>	<u><u>1,477,230</u></u>
Funds				
Unrestricted funds				
Balance at 1 September 2009			1,477,230	1,337,314
Net movement for the financial year			<u>24,868</u>	<u>139,916</u>
			<u><u>1,502,098</u></u>	<u><u>1,477,230</u></u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006

Dr M Hicks Chairman

Ms J Middleton Honorary Treasurer

Approved on 27/4/2012



The notes on pages 8 to 11 form part of these financial statements

THE INSPIRING FUTURES FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 August 2011

1 Status

The Inspiring Futures Foundation is a company not having a share capital and limited by a guarantee not exceeding £1 per member. It is a registered charity (no. 313153) and is thus not liable to taxation on any surplus of income or surplus on disposal of investments. Tax relating to investment income and covenanted donations is recoverable. The Organisation has a licence to dispense with the word 'limited' from its title.

2 Accounting policies

The following accounting policies have been consistently applied to those items which are considered material in relation to the company's accounts.

a) Accounting convention

The accounts are prepared under the historical cost convention as modified by the revaluation of investments.

b) Compliance with accounting standards

The financial statements have been prepared in accordance with applicable accounting standards and with Statement of Recommended Practice - 'Accounting and Reporting by Charities' (SORP).

c) Investments

Investments are stated at market value at the balance sheet date. The surplus or deficit compared with cost or the previous value is taken to the statement of financial activities.

d) Directors' emoluments

The company's Memorandum of Association provides that members of the Council shall not be remunerated.

e) Depreciation of fixed assets

Depreciation is calculated on cost at the following annual rates:

Office furniture and equipment	10%
Office refurbishment	33%
Computers and electrical equipment	33%

New computer software is written off to the statement of financial activities in the year of purchase or depreciated over the period for which the licence is valid, if more than one year.

f) Payments under operating leases

Operating leases are written off to the statement of financial activities as they fall due.

g) Pension scheme

Contributions payable under the scheme are charged to the statement of financial activities in the period in which they are made.

THE INSPIRING FUTURES FOUNDATION
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 August 2011

3	Investment income	2011	2010
		£	£
	Dividends from UK listed companies and fixed interest securities	22,928	20,980
	Interest from bank deposits	<u>4,679</u>	<u>5,759</u>
		<u>27,607</u>	<u>26,739</u>
4	Publications and marketing	2011	2010
		£	£
	Publications	48,633	72,716
	Marketing	<u>54,791</u>	<u>44,745</u>
		<u>103,424</u>	<u>117,461</u>
5	Governance Costs	2011	2010
		£	£
	Staff costs (see note 8)	161,386	162,688
	Bank charges	9,096	8,725
	Insurance	14,928	15,117
	Research & Development	13,884	11,417
	Auditors remuneration	4,950	5,500
	General Overheads	<u>17,381</u>	<u>31,191</u>
		<u>221,625</u>	<u>234,638</u>
6	Support costs	2011	2010
		£	£
	Legal and professional fees	15,785	17,262
	Restructuring costs	-	-
	Repairs and maintenance	3,079	1,317
	Photocopies	4,005	2,779
	Telephone	16,220	18,139
	Travel and meetings	240,867	228,144
	Hire of equipment	553	5,553
	General Overheads	61,622	110,586
	Depreciation	<u>14,211</u>	<u>29,819</u>
		<u>356,342</u>	<u>413,599</u>
7	Net incoming resources for the year	2011	2010
		£	£
	This is stated after charging		
	Depreciation	14,211	29,819
	Auditors remuneration (audit services)	4,950	5,500
	Hire of equipment	<u>553</u>	<u>5,553</u>

THE INSPIRING FUTURES FOUNDATION

**NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 August 2011**

8 Staff costs and numbers

	2011	2010
	£	£
Salaries and wages	1,392,774	1,367,641
Social security costs	112,427	109,995
Pension costs	152,877	149,252
	<u>1,658,078</u>	<u>1,626,888</u>
Staff costs generating funds	242,079	244,033
Staff costs Charitable activities	1,254,613	1,220,167
Governance staff costs (see note 5)	161,386	162,688
	<u>1,658,078</u>	<u>1,626,888</u>

The average number of employees are as follows

	Number	Number
Services to schools	26	26
Administration and support	15	13
	<u>41</u>	<u>39</u>

In addition to the employees shown above there were 59 part-time hourly paid assistants who provided services to schools (2010 57)

One employee is paid in the banding £110,000 - £120,000

9 Pension Schemes

Three pension schemes are available to our employees according to eligibility. The assets of these schemes are held separately in independently administered funds.

Two are money purchase schemes with defined contributions, with AXA Sun Life Services plc and Clerical Medical. The total cost for the financial year was £48,349 (2010 £ 45,486) and there were no outstanding or prepaid contributions at the year end. The employer's contribution to these schemes is 14%.

The other scheme is a defined benefit scheme with the Teachers' Pension Agency. This scheme is a contributory scheme giving final salary benefits which are governed by the Teachers' Pension Regulations 1977 and subsequent amendments. The employer is unable to identify its share of the underlying assets and liabilities in the scheme on a consistent and reliable basis. The total cost for the financial year was £104,528 (2010 £ 103,916) and there were no outstanding or prepaid contributions at the year end. The employer's contribution to this scheme is 14.1%.

10 Operating Leases

There are commitments for operating leases during the coming year.

In respect of leases terminating	2011	2010
	£	£
Within 2 to 5 years		
Land & building	51,847	126,378
Office equipment	0	0
More than 5 years		
Land & building	-	-
	<u>51,847</u>	<u>126,378</u>

11 Cost of activities in furtherance of Charities activities

	See Note 8		
Staff Costs	1,254,613	1,220,167	
Ability test charges	329,837	401,807	
Courses	65,701	73,973	
	<u>1,650,151</u>	<u>1,695,947</u>	

THE INSPIRING FUTURES FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 August 2011

12 Tangible fixed assets	<u>Refurb- ishment</u>	<u>Office Equipment</u>	<u>Computer Equipment</u>	<u>Website & Software Development</u>	<u>Total</u>
Cost	£	£	£	£	£
At 1 September 2010	42,255	33,715	83,557	133,510	293,037
Additions	1,985	0	15,739	165,144	182,868
Disposals	-	0	(813)	0	(813)
At 31 August 2011	44,240	33,715	98,483	298,654	475,092
Depreciation					
At 1 September 2010	41,809	15,895	69,068	0	126,772
Charge for year	447	3,087	9,865	0	13,399
Disposals	-	-	0	0	0
At 31 August 2011	42,256	18,982	78,933	0	140,171
Net book value					
At 31 August 2011	1,984	14,733	19,550	298,654	334,921
At 31 August 2010	446	17,820	14,489	133,510	166,265

13 Investments	<u>Equities</u>	<u>Fixed interest securities</u>	<u>Total</u>
	£	£	£
Market value as at 1 September 2010	693,746	111,138	804,884
(Disposals)/Additions during the year at cost	20,889	(22,811)	-1,922
Gain/(Loss) on disposal & revaluation	38,303	301	38,604
Market value as at 31 August 2011	752,938	88,628	841,566
Original cost as at 31 August 2011	<u>693,746</u>	<u>111,138</u>	<u>804,884</u>

The investments which are stated at a valuation of £841,566 (2010 £804,884) had an original cost of £770,263 (2010 £724,942). They consist principally of quoted Common Investment Funds and an European unit trust but include one small unquoted interest at Trustees' valuation of £50 (2010 £50).

TIFS's share of any subsequent claims under the warranties given by the vendors, other than those relating to pensions, is capped at 20% of its share of the sale proceeds.

14 Debtors	2011	2010
	£	£
Fees receivable	210,444	256,905
Other debtors	21,227	19,212
Prepayments and accrued income	67,443	58,925
	<u>299,114</u>	<u>335,042</u>

Other debtors include £17,187 (2010 £19,212) which is due after more than one year in respect of car loans which are repayable over four years.

15 Creditors (amounts due within one year)	2011	2010
	£	£
Trade creditors	103,791	40,981
Taxes and social security	47,935	63,756
VAT	21,196	47,950
Accruals and deferred income	61,847	122,770
	<u>234,769</u>	<u>275,457</u>