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**Endeavour Training Limited
Annual Report and Financial
Statements For The Year Ended
30th September 2013
Company No. 1157897
Charity No 275061**



Endeavour Training Limited
Annual Report and Financial Statements
for the year ended 30th September 2013

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Endeavour Training Limited

Administrative Information

for the year ended 30th September 2013

Directors

J Haywood MBE (resigned 26/06/13)
K Ward
A Fox resigned 28/07/13
C Bailey
D White
B Merton
D A Poulson (Appointed 16/11/12)

Chief Executive

L H Roberts

Secretary

F C Tankard resigned 24/10/13

Registered Office

Units 5 & 6
Sheepbridge Centre
Sheepbridge Lane
Chesterfield
Derbyshire
S41 9RX

Auditors

Shorts Chartered Accountants
2 Ashgate Road
Chesterfield
Derbyshire
S40 4AA

Bankers

Bank of Scotland
38 Threadneedle Street
London
EC2P 2EH

Company Number

1157897

Charity Number

275061

The directors submit their annual report and the audited financial statements for the year ended 30th September 2013

OBJECTIVES AND ACTIVITIES

The trustees have regard to both the Charity Commission's general guidance on public benefit and the specific objectives of the charity

Charitable Objectives

The main objects of Endeavour are

- (a) To assist young people to develop their full potential as individuals and as members of society
- (b) To organise training courses and such activities as will promote the objects of the charity
- (c) To encourage adult society to take a greater interest in young people and assume more responsibility for their development as citizens
- (d) To encourage a spirit of voluntary commitment

OVERVIEW OF THE YEAR TO 30 SEPTEMBER 13

PROJECTS

Endeavour projects focus on the positive impact of experiential learning on the maturity, behaviour and achievement levels of young people at risk. Within all our projects, young people work their way through the programmes by portfolio building, reviews of progress and teamwork.

All projects are either

Work with excluded young people
Education projects
Work with young offenders

We work with disaffected and disadvantaged young people including pupils in schools at risk of exclusion, children missing from education, young people who are Not in Education Employment or Training (NEET), Looked After Children (LAC), young offenders and those at risk of offending, long term unemployed 18 – 30+

We offer intensive programmes of personal, social and educational skills development aiming to tackle disaffection and re-engage young people in learning.

Endeavour programmes create challenging life experiences which lift the aspirations of troubled young people, within a framework of secure guidance relationships with Endeavour staff and volunteers.

WORK WITH EXCLUDED YOUNG PEOPLE (NOT IN EDUCATION, EMPLOYMENT OR TRAINING, OR NEET)

Over the past year, we have continued to develop and deliver a range of Projects & Programmes targeted at young people who are already NEET or identified as being 'at risk' of becoming NEET. At least 1,000,000 young people aged 16-24, the highest recorded number, are classed as NEET, with a Government 'think-tank' predicting that the figure will rise to 1.2m in the next 5 years. During this time there will be other significant changes affecting young people's services and opportunities for learning & development, for example, Raising the Participation Age (RPA), Positive for Youth and the National Citizen Service (NCS). We aim to contribute to the positive effects of these policies where we can. Our work however will always focus on supporting those young people who find it difficult to benefit from mainstream programmes.

Our Personal & Social Development programmes, provide a range of interventions, targeted at different stages of a young person's transition to adulthood. The projects we worked with during this period are, Solutions in Rotherham, Youth Participation Project in Middlesbrough, Moving on Up in Tees Valley, Entice in Lincolnshire.

MOVING ON UP TEES VALLEY This project is an extension of the successful Lottery funded project supported by BLF in the North East from 2009 and has continued to deliver a very innovative programme with disaffected young people in the Tees Valley area – in Stockton, Darlington, Hartlepool and Redcar. This project frequently has a waiting list, and delivers high impact outdoor focused modules, meeting all its targets. Ongoing lottery funding is a huge endorsement of the positive work we have been doing in this area and this project is funded until late 2014. **ELITE** This is a small contract with Redcar and Cleveland local authority to deliver reengagement programmes for excluded young people. It runs in tandem with the Moving On Up project.

FUTURE PROOF, SHEFFIELD This project has run since Oct 2008 and concluded in Dec 2012. Endeavour was contracted by Sheffield City Council to deliver part of the Future Proof programme, which focused on the re-engagement of disaffected young people, and the promotion of their personal development. From 2011, Endeavour worked with four groups of 12 clients, achieving 84% retention, and 61% positive outcomes.

FOUNDATION LEARNING, CHESTERFIELD This programme ran from September 2009 to July 2012 in partnership with the Derbyshire and Nottinghamshire Chamber of Commerce. The programme provided personal development of motivation and confidence, personal effectiveness and basic and key skills for 30 clients, achieving 90% retention, with 75% progression into positive outcomes.

ENTICE Endeavour is the Lead Provider for the ESF 2010 -2013 Lincolnshire NEET contract, which has a contract value of £842,000, with a delivery target of 492 starts. Half way through the contract, we have achieved 50% of the total starts of which 79% have progressed onto positive outcomes. Endeavour is working with ISIS (Lincoln College) as a subcontractor.

Rotherham Boost A new lottery funded initiative to support young people with mild learning difficulties to develop positive lifestyles and to improve their prospects of employment. The project is working in Rotherham and contains a social enterprise element. It is funded until 2015.

EDUCATION PROJECTS

START NOW Start Now was a 2 year project funded by the Department of Education from 2011, ending in March 2013. It worked across 4 regions in 16 secondary schools, providing early intervention support and group work programmes to Key Stage 3 students during the academic year. The Department of Education has supported Endeavour to pilot a number of different styles of intervention in Chesterfield, London, Nottingham and Rotherham. The aim of the project is to support young people to re-engage in learning and aid their transition into Key Stage 4. The project has successfully worked through this period working with well over 200 young people. The project is being evaluated by Nottingham Trent University, and it is intended that Endeavour will market these programmes for ongoing delivery in secondary schools from 2014 onwards. Outcomes for the project showed:

- Evidence of increased attainment. In schools where attainment was cited as a key concern, teachers reported that 87% of pupils participating in the programme increased their attainment in some or most subjects.
- Reducing exclusion and increasing attendance for the most 'at risk' pupils. The programme contributed to either ensuring students stayed in school or actually increased their attendance in 83% of cases.
- Based on their engagement with the programme, young people reported higher than baseline ratings in terms of communication skills (66%), confidence (80%), creativity (70%), planning (59%) as well as the quality of their relationships with others (73%), their understanding of their own feelings (60%) and their overall resilience (70%).

YOUTH RESPONSIVE Working in partnership with Pertemps People development group over the last five years, Endeavour continues to deliver the schools based programme of this ESF contract which promotes the re-engagement of disaffected young people, and their personal development. Over the term of the contract we have delivered our programmes to 320 clients with 84% retention, and 79% positive destinations, working in 6 schools in the Middlesbrough area.

VOCATIONAL SKILLS PROGRAMME (VSP) Endeavour has been a delivery partner of the Sheffield Local Authority Extended Curriculum Team on the VSP Entry Strand for 8 years giving young people who are at risk of dropping out of school an alternative educational experience one day a week. In spite of falling numbers of referrals from schools, Endeavour continues to offer a programme of reengagement and enrichment helping the young people develop personal skills and self discipline. The group was more stable than in previous years enabling the introduction of accredited outcomes (ASDAN Wider Key Skills). Accreditation and more vocational content remain areas for development.

THE SHEFFIELD SCHOOL Endeavour's mainstream educational provision at Riverside in the Grimesthorpe area of Sheffield is now in its fourth year of providing full time alternative education. The majority of young people are Children Missing from Education referred by the Extended Curriculum Team at the local authority. There are an increasing number of enquiries and direct referrals from schools. Over the year the School worked with 47 young people ending with 34 on roll. All those young people who attended for more than 6 weeks achieved at least one accredited outcome. The highlight of the year was offering GCSEs for the first time. 6 sat GCSE Maths one achieving a C grade - an amazing result when you consider some of our young people have been out of formal education for up to 5 years. The focus for the coming year will be completing our progress towards Independent School Registration. This will help secure our position as preferred provider of full time alternative education in Sheffield but will require increased rigour as we face the challenges of OFSTED. The purchase of the school building was completed on the last day of the financial year, and a refurbishment programme is about to start. This will enable the school to offer its support to many more young people in future years.

THE ENDEAVOUR EDUCATION CENTRE September 2012 saw the exciting challenge of the further development of our Education Centre in London with a cohort of 5 full time students referred by Sion Manning school and the development of the curriculum utilising the expertise and facilities of both the Harrow Club and other outside agencies in the wider tri-borough (Westminster, Hammersmith & Fulham, Kensington & Chelsea merged), to further improve the successes we have had with engaging with young people who have not succeeded in traditional education but have been able to flourish in a more informal, alternative provision. The needs of the young people we have engaged through this programme in the last year have led us to reappraise and relaunch the provision in this area from September 2013 where we envisage a more wraparound provision. As a result we have been able to recruit 7 pupils at the beginning of the new academic year, referred to us by the Westminster Academy. These year 8 pupils will remain with us throughout the year.

WORK WITH OFFENDERS

INSIDE OUT This is a project funded by the Big Lottery Fund as part of a major national initiative – Youth in Focus, delivered by six innovative voluntary organisations, initially until 2014. The Inside Out project, is all about working with Young People aged 15-21yrs who have experienced a period of time in custody. It is a partnership with Youth Offending teams and Youth Offending Institutions serving Teesside and Nottinghamshire. The 6 week programme aims to reduce re-offending by giving young people skills for life, promoting a safe, healthy and positive future. Notwithstanding policy change at national level in relation to the management of young offenders and consequent reductions in referrals, the project continues to be effective by offering high impact personal challenge activities which change the behaviour and attitudes of young offenders.

YOUTH OFFENDING SERVICE - BESPOKE WORK We continue to deliver bespoke pieces of work to Youth Offending Services on an ad hoc basis. We have worked with the YOS of Sheffield, Rotherham, Leicester City, Leicestershire, Derby City, Derbyshire, Nottinghamshire, Nottingham City, Northamptonshire, Lincoln and Grantham. A particular area is in working with the Intensive Supervision & Surveillance teams of these Youth Offending Teams.

In addition to project delivery, Endeavour has been building its national profile throughout 2012-2013

NATIONAL PROFILE Endeavour has been building a higher national profile throughout the year. This has included,

- support from the Royal Household to assist us with volunteering, project development, marketing and archiving
- Funding from the Heritage Lottery Fund for our Heroes project – celebrating the founders of Endeavour and beginning to catalogue films and historical records and mementoes of our 58 year history
- A partnership with the Himalayan Trust and the Mount Everest Foundation to plan the commemoration event of the 60th anniversary of the ascent of Everest on 29th May
- Taking 35 young people to London to take part in the 60th anniversary event at the Royal Geographical Society
- Hosting a royal visit from our Patron, the Duke of Kent on 28th May at our London residential at Rotherhithe Youth Hostel
- Meeting Helen Skelton, Leo Holding and other adventurers at the event
- Attendance by the CEO to the evening reception with HRH the Queen and the Duke of Edinburgh
- Taking group of young people to meet Simon Callow the actor in Shoreditch
- Developing Street! a unique comic based literacy website with stories by award winning authors and illustrations by former Marvel Comics cartoonist, Tim Quinn

FUTURE PLANS

- To produce a revised and targeted corporate strategy as the basis for future growth
- To continue to grow Endeavour as the quality provider of choice in addressing young people's needs
- To continue improving the impact of our services for marginalised young people from deprived areas
- To refurbish our school premises in Sheffield, to relocate our HQ into the building and extend it as an innovative base for our mainstream education provision in the area
- To extend and consolidate our two alternatives education projects providing full time education for young people that do not receive it
- To build our national profile
- To extend our work as an innovative provider of effective rehabilitation of young offenders
- To develop criteria by which we can measure and evidence soft outcomes
- To enhance our data management systems
- To increase the amount of time spent promoting our work and attracting donors and volunteers
- To develop projects with partner organisations to provide support to young people by joint working
- To diversify our income strands by increasing unrestricted income as a percentage of turnover

Endeavour Training Limited

Directors' Report - continued

for the year ended 30th September 2013

CORPORATE GOVERNANCE

Governing Document The charity is established as a company limited by guarantee, without a share capital, and is registered as a charity with the Charity Commission. The affairs of the charity are governed by its Memorandum and Articles of Association. The liability of the Members in the event of the company being wound up is limited to a sum not exceeding £1.

Organisation The governing body is the Board whose members are non-executive and unpaid. The Board meets quarterly and retains full and effective control over the company and monitors the Executive. The Board is involved in major strategic decisions and has ultimate responsibility for the conduct and financial stability of Endeavour. It seeks to support the Executive in a culture of mutual confidence and trust. The Board of Endeavour delegates all day-to-day operations of the charity to a Chief Executive, Les Roberts, who leads a senior management team of four. The Chief Executive and the other members of senior management regularly attend meetings of the Board. To facilitate effective operations, the Chief Executive has delegated authority, within the terms of delegation approved by the trustees, for operational matters including finance, employment and delivery performance related activity. The Board has formally adopted a schedule of matters which are required to be brought to its attention for decision so that effective control is maintained over appropriate strategic, financial, organisational and compliance issues. The Board regularly reviews the schedule.

During the year, using funds provided by the Endeavour Trust Fund, the Board agreed the purchase of the former Riverside School on Earl Marshall Road in Sheffield as an asset for the organisation and a base for the Headquarters and projects as well as a permanent home for the Endeavour School.

Endeavour Training Limited

Directors' Report - continued

for the year ended 30th September 2013

Appointment of Trustees

Under the terms of the Articles of Association, Board members, who are also trustees of the charity, are elected by the members. One third of Board members must retire by rotation at each AGM. They can be re-elected. The maximum number is ten. Following the corporate strategy, trustees are sought to represent the interests of the regions and partnerships in which Endeavour is active.

Board members at the date of this Report are listed on the opening page. All Board members who served during the year under review were:

Jane Haywood MBE -Chairman - resigned 26/06/13

Andrea Fox - resigned 28/07/13

Kevin Ward

Collette Bailey

Dave Poulson - appointed 16/11/12

Bryan Merton

David White

Internal Control and Risk Management

The trustees have a risk management strategy which comprises:

- an annual review of the risks the charity may face,
- the establishment of systems and procedures to mitigate those risks identified in the plan, and
- the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The risk register has probability and impact assigned to each item to give a weighting for each identified risk, which identifies the major risks, enabling management to focus their attention on critical factors and ensure appropriate systems and procedures are in place. The trustees believe that the systems and procedures in place will mitigate the risks.

Finance & Control

The Board monitors and reviews all aspects of the financial performance, financial management, internal financial and management reporting arrangements, including, in particular, the preparation and monitoring of budgets. The Board has established a Finance Committee to assist with financial management in view of the increasing size of the charity.

Connected Charities

The Endeavour Trust Fund has objects related to those of Endeavour and, in particular, makes grants to Endeavour. It is administered by, and shares its address with, Endeavour Training Limited. Its trustee body comprises six trustees, of whom three currently have a direct connection with Endeavour and the others are members of Endeavour Training. Grant aid was made by the Endeavour Trust fund to Endeavour Training in the financial year for the purchase of the new Riverside Premises and to provide general support to the organisation.

Staff and Internal Policies

Quality standards Endeavour operates under the self assessment scheme introduced by DfES in 2002 and received a "good" assessment from Ofsted in 2004. Since then, Endeavour has completed the full Self Assessment framework as required by ALI, and in 2009/10 set out a Quality Improvement Programme based on our SAR assessment which aims to enable the organisation to achieve outstanding status within two years. Measures to remove any remaining weaknesses were fully implemented during 2009-10 and progress was made towards "good" status within 2010.

Endeavour's status as an Investor in People was renewed for a three year period in 2010, having held this standard since 1998. At the same time Endeavour renewed its accreditation under the Matrix quality standard for advice and guidance.

Health and Safety Endeavour has a strict safety policy with comprehensive standards monitored by a safety committee which meets quarterly. This committee is a sub committee of the senior management group and is chaired by the Chief Executive, 2 Senior Regional/ Project Managers, and the Health and Safety Officer. Endeavour operates under licences from the Adventurous Activities Licensing Authority (AALA), and is able to provide kayaking, open canoeing, improvised rafting, rock climbing, abseiling, hill walking and mountaineering, gorge scrambling, caving, and off road cycling. The safety committee also deals with standards in other activities such as archery, and orienteering. All health and safety issues across the organisation are monitored by the safety committee, which has now been extended to have oversight of safeguarding. All staff are trained in critical incident response procedures, and in safety at work procedures. During the 12 months to September 2013 there were no serious incidents.

Safeguarding Work with young people can carry considerable risk in terms of child protection and safeguarding issues. The directors have ensured that Endeavour is registered with the Disclosures and Barring Service for vetting staff and volunteers. In addition personal references and extended DBS checks are followed up for those staff and volunteers who are in direct supervision of, or work with, young people. A comprehensive review of our child protection and safeguarding policy was started in May 2012 (completed September 2012). Our Safety Committee was extended in scope in March 2010 as part of our Quality Improvement Programme, to deal, under Board oversight, with all issues of Health, Safety and Safeguarding.

Equality and Diversity Endeavour recognises the richness and creativity of a diverse society but we recognize also that poverty and disadvantage can exclude or constrain the opportunities of many individuals, groups and communities from full participation in civic life. We are committed to ensuring that no individual, group or community is disadvantaged or excluded from playing an active part in the work and activities of Endeavour because of their race, ethnicity, gender, marital status, disability, sexuality, religion, age, or any other reason that cannot be justified. We will give priority to working with young people and communities who experience disadvantages and exclusion. Endeavour is actively committed to providing equal opportunities to all our staff, volunteers and young people. As part of this commitment we will strive to create a working and training environment where all staff, volunteers and young people feel valued and respected and where they feel confident that they will be treated fairly. As part of the Quality Improvement Programme, a new permanent Equality and Diversity committee began meeting with Board oversight, in March 2010 to further develop our capacity in this area.

Employee Involvement Endeavour seeks to engage all employees and volunteers in its activities and achievements. A number of regular management meetings and staff meetings are held. A quarterly Staff conference is held at which the staff are kept up-to-date with the activities of the organisation, and any new developments, and participate in discussions, training and feedback sessions and an annual staff residential, with trustee participation, ensures good quality communication between all sectors of the organisation.

Endeavour Training Limited

Directors' Report - continued

for the year ended 30th September 2013

FINANCIAL REVIEW

Endeavour's key financial objective is to ensure financial stability and continued solvency year on year so that it can sustain delivery of its charitable objectives into the future. In the last year we have seen the impact of the recession and Endeavour did pay the price in losing a small number of staff in June 2012 where funding for projects has not been able to sustain the work of those projects. However we were able to redeploy 3 members of staff into others projects and we continue to focus on financial stability being the key for growth and sustainability for the organisation.

Reserves and Financial Policies

Endeavour aims to retain sufficient free reserves equivalent to at least two months forward expenditure. These reserves need to be held in case of any sudden decline in income and ensure that commitments to staff, premises and funding partners can be made with some confidence. At 30 September 2013 unrestricted free reserves amounted to £25,531 which represents less than one months forward expenditure.

Endeavour also has restricted fund balances of £95,521. Further information on their use is discussed below. The Endeavour Trust Fund holds unrestricted reserves of £307,829.

Restricted Funds- These are funds which have been earmarked by the donor for specific purposes within the overall aims of the organisation. These funds are all for project activity and details are set out in note 20 to the accounts. No fund is permitted to go into deficit.

Dividends - The company is prohibited by the terms of its Memorandum of Association from paying any dividends.

Related parties - The charity has a trading subsidiary, Endeavour Training Services Limited, the profits of which are transferred to the charity each year by gift aid. No profit is available to transfer this year. Endeavour continues to support the subsidiary financially until a decision has been made on the future of the company. A separate charity, Endeavour Trust Fund, holds funds from which donations are made to Endeavour Training Limited.

Statement of directors' responsibilities in respect of the financial statements

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice)

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company, and of the group, and of the incoming resources and application of resources, including the income and expenditure of the group for that period In preparing those financial statements, the directors are required to

- i) select suitable accounting policies and apply them consistently,
- ii) observe the methods and principles in the Statement of Recommended Practice Accounting and Reporting by Charities (SORP 2005)
- iii) make judgements and estimates that are reasonable and prudent,
- iv) state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- v) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue to operate

The directors are responsible for keeping proper accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006 They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities

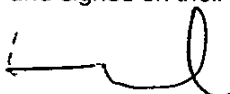
In so far as the directors are aware

- i) there is no relevant audit information of which the company's auditor is unaware and
- ii) the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

Auditors

Shorts have expressed their willingness to continue in office A resolution to re-appoint them as auditors will be put to the members at the annual general meeting

Approved by the directors on 29th November 2013
and signed on their behalf by



K Ward
29 November 2013

Independent Auditors' Report to the Members of Endeavour Training Limited

for the year ended 30th September 2013

We have audited the financial statements of Endeavour Training Limited for the year ended 30 September 2013 on pages 12 to 24. 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 company's members, as a body, in accordance with chapter 3 of part 16 of the Companies Act 2006. Our audit has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditors' 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of the directors and auditors

As explained more fully in the statement of directors' responsibilities on page 10, the company's directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts. 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 (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 company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by directors, and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the directors' report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on Financial Statements

In our opinion the financial statements

- give a true and fair view of the state of the group's and the parent charitable company's affairs as at 30 September 2013 and of the group's incoming resources and 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 properly prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Opinion on Other Matters Prescribed by the Companies Act 2006

In our opinion the information given in the Directors' Report for the financial year for which the financial statements have been 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 parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us, or
- the parent charitable company financial statements are not in agreement with the accounting records and returns, or
- certain disclosures of directors' remuneration specified by law are not made, or
- we have not received all the information and explanations we require for our audit.

2 Ashgate Road
Chesterfield S40 4AA

H K Freeman (Senior Statutory Auditor)

For and on behalf of

Shorts

Chartered Accountants & Statutory Auditor

Endeavour Training Limited

Statement of Financial Activities
(Incorporating the Income and Expenditure Account)

for the year ended 30th September 2013

	Notes	Unrestricted Funds	Restricted Funds	Company Total 2013	Company Total 2012 (18 Mths)
Incoming resources (Income)					
<i>Incoming resources from generated funds:</i>					
Voluntary income	2	127,692	75,000	202,692	262,394
Activities for generating funds	3	-	-	-	12,205
Investment income	4	166	-	166	136
<i>Incoming resources from charitable activities</i>	5	1,329,407	-	1,329,407	1,980,298
Total incoming resources		1,457,265	75,000	1,532,265	2,255,033
Resources expended (Expenditure)					
<i>Costs of generating funds</i>					
Costs of generating voluntary income	7	37,926	-	37,926	86,895
Cost of generating funds	7	5,119	-	5,119	1,648
<i>Charitable activities</i>	8	1,402,620	-	1,402,620	2,152,377
<i>Governance costs</i>	9	12,909	-	12,909	16,008
Total resources expended		1,458,574	-	1,458,574	2,256,928
Net incoming/(outgoing) resources before transfers for the year (Net income/(expenditure))	10	(1,309)	75,000	73,691	(1,895)
Gross transfers between Funds		7,471	(7,471)	-	-
Net incoming/(outgoing) resources after transfers		6,162	67,529	73,691	(1,895)
Total funds brought forward at 1st October 2012		19,370	24,992	44,361	46,257
Total funds carried forward at 30th Sept 2013		25,532	92,521	118,053	44,362

All amounts related to continuing operations and there were no recognised gains or losses for either this or the preceding period other than as included in net income/(expenditure) as shown above

Endeavour Training Limited

Consolidated Statement of Financial Activities
(Incorporating the Consolidated Income and Expenditure Account)

for the year ended 30th September 2013

	Notes	Unrestricted Funds	Restricted Funds	Group Total 2013	Group Total 2012 (18 Mths)
Incoming resources					
<i>Incoming resources from generated funds</i>					
Voluntary Income	2	127,692		127,692	142,394
Activities for generating funds	3	-	-	-	12,205
Investment income	4	7,279	-	7,279	10,958
<i>Incoming resources from charitable activities</i>	5	1,329,407		1,329,407	1,980,298
Total Incoming Resources		1,464,378	-	1,464,378	2,145,855
Resources Expended					
<i>Costs of generating funds.</i>					
Costs of generating voluntary income	7	37,926	-	37,926	86,895
Cost of generating funds	7	5,119	-	5,119	1,648
Trading costs		-	-	-	-
<i>Charitable activities</i>	8	1,402,620	-	1,402,620	2,176,816
<i>Governance costs</i>	9	13,569	-	13,569	17,186
Total resources expended		1,459,234	-	1,459,234	2,282,545
Net outgoing resources before transfers	10	5,144	-	5,144	(136,690)
Gross transfers between Funds		7,471	(7,471)	-	-
Net outgoing resources after transfers		12,615	(7,471)	5,144	(136,690)
(Loss)/Gain on investment assets		31,855	-	31,855	2,968
Net movement in funds		44,470	(7,471)	36,999	(133,722)
Total funds brought forward at 1st October 2012		288,891	24,992	313,883	447,605
Total funds carried forward at 30th Sept 2013		333,361	17,521	350,882	313,883

All amounts related to continuing operations and, except for the gain on revaluation of investments of £31,855 (2012 £2,968), there were no recognised gains or losses for either this or the preceding period other than as included in net income/(expenditure) as shown above

Endeavour Training Limited

Balance Sheets

at 30 September 2013

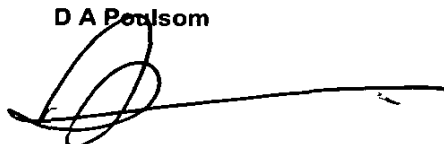
	Notes	Group 2013 £	2012 £	Charity 2013 £	2012 £
Fixed Assets:					
Tangible assets	13	102,545	42,823	102,545	42,823
Investments	15	249,160	288,031	2	2
		<u>351,705</u>	<u>330,854</u>	<u>102,547</u>	<u>42,825</u>
Current Assets:					
Debtors	16	89,041	197,415	112,025	220,235
Cash at bank and in hand		77,032	5,048	69,463	23
		<u>166,073</u>	<u>202,463</u>	<u>181,488</u>	<u>220,258</u>
Current Liabilities:					
Creditors amounts falling due within one year	17	166,896	219,434	165,983	218,721
Net current assets/ (liabilities)		<u>(823)</u>	<u>(16,971)</u>	<u>15,505</u>	<u>1,537</u>
Total Net assets		<u>350,882</u>	<u>313,883</u>	<u>118,052</u>	<u>44,362</u>
The funds of the charity					
Restricted funds	20	17,521	24,992	92,521	24,992
Unrestricted funds	20	333,361	288,891	25,531	19,370
Total charity funds		<u>350,882</u>	<u>313,883</u>	<u>118,052</u>	<u>44,362</u>

Approved by the board on 29th November 2013
and signed on their behalf by.

K Ward



D A Poulson



Endeavour Training Limited

Notes to the Accounts

for the year ended 30th September 2013

1 Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, modified for the revaluation of fixed assets and in accordance with applicable UK law and accounting standards, the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP revised 2005). The group accounts consolidate the accounts of Endeavour Training Limited and its subsidiary company, Endeavour Training Services Limited and the accounts of Endeavour Trust Fund all of which for the purposes of consolidation made up to the 30th September.

Cash flow statement

The group qualifies as small-sized and so a cash flow statement is not included with these accounts.

Incoming resources

Donations and grants

Income from donations and grants is included in incoming resources when these are receivable, except when donors impose conditions which have to be fulfilled before the charity becomes entitled to use.

When donors specify that donations and grants are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Training course sales

Training course income represents amounts receivable for goods and services provided, stated net of Value Added Tax.

Investment income

Investment income is included on an accruals basis.

Resources expended

Resources expended are accounted for on the accruals basis.

Certain expenditure is directly attributable to specific activities or cost categories and has been included within those headings. Certain other costs are attributable to more than one activity or cost category and are apportioned on the basis of an estimate of the proportion of time spent by staff on those activities or cost categories.

Fixed assets and depreciation

Fixed assets are stated at cost or valuation in the case of donated assets. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost or valuation, less estimated residual value, of each asset over its expected useful life.

The rates of depreciation used per year are, on the straight line basis:

Improvements to leasehold property	- over the period of the lease
Office furniture and equipment	25%
Course equipment	25%
Project IT equipment	25%
Owned vehicles	12.5%

Individual assets are capitalised when their cost or valuation exceeds £400.

Endeavour Training Limited**Notes to the Accounts****for the year ended 30th September 2013****1 Accounting Policies - continued****Leased assets**

Operating lease rentals are charged to the Statement of Financial Activities on a straight line basis over the terms of the leases

Pension costs

Pension costs are charged to the Statement of Financial Activities so as to spread the costs over the service lives of the relevant employees

Fund accounting

Unrestricted funds comprise the accumulated surplus other than on restricted funds and are available for use at the discretion of the directors in furtherance of the general objectives of the charity

Designated funds comprise unrestricted funds which have been set aside at the discretion of the directors for specific purposes, but whose use is not bindingly restricted to those purposes. The purposes and use of the designated funds are set out in the notes to the accounts

Restricted funds are funds subject to specific restricted conditions imposed by donors. The purposes and use of the restricted funds are set out in the notes to the accounts

2 Voluntary Income

	Group		Charity	
	2013	2012	2013	2012
	£	£	£	£
Membership fundraising	1,455	1,727	1,455	1,727
Donation from Endeavour Trust Fund	-	-	75,000	120,000
Other donations	126,238	140,667	126,238	140,667
Total	127,692	142,394	202,692	262,394

3 Activities for generating funds

	2013	2012	2013	2012
	£	£	£	£
Sponsored events	-	11,845	-	11,845
Service fees	-	360	-	360
	-	12,205	-	12,205

4 Investment income

	2013	2012	2013	2012
	£	£	£	£
Bank interest	226	135	166	136
Investment income	7,053	10,823	-	-
	7,279	10,958	166	136

Endeavour Training Limited

Notes to the Accounts

for the year ended 30th September 2013

5 Incoming resources from charitable activities

The charitable activities fall into three functional categories

Educational Projects

Where Endeavour supports young people to re engage with the education system

Experiential Learning Based Projects

Where Endeavour uses experiential learning methods to support young people in achieving their maximum potential

Working with Young Offender Projects:

Where Endeavour addresses the particular issues associated with young offenders and supports young people to re engage with society and

Incoming Resources

	Contracts	Grants	Other income	2013 Total	2012 Total
	£	£	£	£	£
Educational	285,551	134,972	-	420,523	992,836
Experiential learning	340,425	208,141	-	548,566	736,492
Work with Young Offenders	8,550	351,768	-	360,318	250,969
	<u>634,526</u>	<u>694,881</u>	<u>-</u>	<u>1,329,407</u>	<u>1,980,298</u>
2012	<u>1,076,488</u>	<u>903,810</u>	<u>-</u>	<u>1,980,298</u>	

6 Gross income

2013
£

2012
£

For Companies Act disclosure purposes, the gross income of the group is computed as follows

Incoming resources per the consolidated statement of financial activities
Less investment income

1,464,378	2,145,855
(7,279)	(10,958)
<u>1,457,099</u>	<u>2,134,897</u>

Endeavour Training Limited

Notes to the Accounts

for the year ended 30th September 2013

7 Costs of generating voluntary income

	Group		Charity	
	2013	2012	2013	2012
			£	£
Fundraising staff costs	37,926	86,895	37,926	86,895
Fundraising events	5,119	1,648	5,119	1,648
	<u>43,044</u>	<u>88,543</u>	<u>43,044</u>	<u>88,543</u>

8 Resources expended on charitable activities Group

	Educational Projects	Experiential Learning Projects	Work with Young Offenders	Central and Office Costs	2013 Total	2012 Total
	Projects £	Projects £	Projects £	£	£	£
Staff Costs	322,358	139,637	255,000	157,087	874,082	1,325,303
Activity costs	89,188	224,599	71,033	15,643	400,464	280,394
Support Costs	47,233	20,460	37,364	23,017	128,074	571,119
	<u>458,780</u>	<u>384,696</u>	<u>363,397</u>	<u>195,747</u>	<u>1,402,620</u>	<u>2,176,816</u>

Company

	Educational Projects	Experiential Learning Projects	Work with Young Offenders	Central and Office Costs	2013 Total	2012 Total
	£	£	£	£	£	£
Staff Costs	322,358	139,637	255,000	157,087	874,082	1,325,303
Activity costs	89,188	224,599	71,033	15,643	400,464	280,296
Support Costs	47,233	20,460	37,364	23,017	128,074	546,778
	<u>458,780</u>	<u>384,696</u>	<u>363,397</u>	<u>195,747</u>	<u>1,402,620</u>	<u>2,152,377</u>

9 Governance Costs

	Group		Charity	
	2013	2012	2013	2012
			£	£
External audit	12,768	10,194	12,168	9,030
AGM Costs and trustee's expenses	801	1,156	741	1,142
Capacity Building Costs	-	5,836	-	5,836
	<u>13,569</u>	<u>17,186</u>	<u>12,909</u>	<u>16,008</u>

Endeavour Training Limited

Notes to the Accounts

for the year ended 30th September 2013

10 Net incoming/(outgoing) resources for the year	2013	2012
The consolidated net incoming/(outgoing) resources for the year is stated after charging		
	£	£
Depreciation	23,133	35,436
Auditors' remuneration - audit fee	12,768	10,194
Operating lease rentals payable - land and buildings	31,924	12,240
- motor vehicles	27,125	67,800
- office equipment	2,010	2,067

11 Taxation

As a registered charity the company is exempt from corporation tax. The profit of Endeavour Training Services Limited is gifted to the charity so that there is no liability to corporation tax in that company. The group has borne value added tax on its expenditure where appropriate.

12 Directors and employees

	2013	2012
	£	£
Staff costs during the year were as follows		
Wages and salaries	776,945	1,287,212
Social security costs	65,641	111,923
Other pension costs	15,936	13,135
	858,522	1,412,270

The trustees of the charity, being its directors, received no remuneration from either the charity or its subsidiary in either this or the preceding period. The trustees received £298 (2012 £889) of reimbursed travelling expenses from the company during this period. There were no employees with emoluments over £60,000 in either this or the preceding period.

	2013	2012
	No	No
The average monthly number of employees, excluding directors,		
Educational	20	22
Experiential learning	10	10
Work with Young Offenders	8	5
Administration	6	8
Company total	44	45
Training services	-	-
Group total	44	45

Endeavour Training Limited

Notes to the Accounts

for the year ended 30th September 2013

13 Tangible fixed assets

	Freehold property £	Improvements to leasehold property £	Office furniture and equipment £	Course & project IT equipment £	Owned vehicles £	Total £
Cost or valuation						
At 1st Oct 2012	-	8,061	8,531	135,708	59,407	211,707
Additions	75,000	-	50	7,806	-	82,856
At 30th September 2013	75,000	8,061	8,581	143,514	59,407	294,563
Depreciation						
At 1st Oct 2012	-	7,721	8,304	103,173	49,686	168,884
Charge for period	-	203	237	15,612	7,081	23,133
At 30th September 2013	-	7,923	8,541	118,785	56,767	192,018
Net book value						
At 30th September 2013	75,000	138	40	24,729	2,640	102,545
At 31st March 2012	-	340	227	32,535	9,721	42,823

The Freehold Property acquired during the year was The Former Riverside School. The School was purchased from Sheffield City Council and as part of the purchase agreement Endeavour Training Limited is committed to spend £125,000 over the next 10 years on refurbishing and improving the asset.

The course and project IT equipment is used for charitable purposes and the office furniture and equipment is employed in management and administration. Included in the total cost for owned vehicles is an amount totalling £28,078 relating to donated assets.

14 Subsidiaries

The charity owns all of the issued share capital of Endeavour Training Services Limited, a company, incorporated in England, which was engaged in providing training services to industry and commerce but was inactive during 2012-13.

Endeavour Trust Fund is a charity connected to Endeavour Training Ltd. Its main activities are to make grants for young people to attend Endeavour programmes and carrying out volunteering. All its Trustees are directly connected, by being Trustees of both, or employed by Endeavour Training Ltd or are members of Endeavour Training Ltd. Endeavour Trust Fund distributes its income as a grant to Endeavour Training, annually. Endeavour Trust Fund receives administrative services from Endeavour Training Ltd. Endeavour Trust Fund has a year end of 5th April.

Endeavour Training Limited

Notes to the Accounts

for the year ended 30th September 2013

14 Subsidiaries - Continued

A summary of the subsidiary results is shown below,

	Endeavour Trust Fund		Endeavour Training Services	
	2013	2012	2013	2012
Turnover	7,053	10,761	-	-
Resources expended	(30)	(97)	(30)	-
Governance Costs	(600)	(708)	-	(470)
Net resources	6,423	9,956	(30)	(470)
Interest receivable	60	62	-	-
(Loss)/Gain on investment income	31,855	2,968	-	-
Net Movement in Funds	38,338	12,986	(30)	(470)
Amount granted or gift aided to the parent	(75,000)	(120,000)	-	-
	(36,662)	(107,014)	(30)	(470)
Funds brought forward	272,440	379,454	(2,917)	(2,447)
Funds carried forward	235,778	272,440	(2,947)	(2,917)
Represented by				
Investments	249,160	288,031	-	-
Current assets	7,088	5,575	481	511
Current liabilities	(20,470)	(21,166)	(3,428)	(3,428)
	235,778	272,440	(2,947)	(2,917)

15 Investments

	Group		Charity	
	2013	2012	2013	2012
Common Investment Funds				
CAF Bond and Equity Funds 1st October 2012	288,031	358,594	-	-
Additions	-	-	-	-
Disposals	(70,726)	(73,531)	-	-
Net investment (Losses)/Gains	31,855	2,968	-	-
Market value at 30th September 2013	249,160	288,031	-	-

The common investment funds are held by Endeavour Trust Fund

Shares in Subsidiary undertaking

	Group		Charity	
	2013	2012	2013	2012
	£	£	£	£
Ordinary Shares of £1 each	-	-	2	2

Endeavour Training Limited

Notes to the Accounts

for the year ended 30th September 2013

16 Debtors

	Group		Charity	
	2013	2012	2013	2012
	£	£	£	£
Trade debtors	29,088	42,616	29,088	42,616
Amount due from subsidiary company	-	-	2,984	2,984
Prepayments and accrued income	57,337	150,733	77,337	169,873
Other debtors	2,616	4,066	2,616	4,762
	<u>89,041</u>	<u>197,415</u>	<u>112,025</u>	<u>220,235</u>

17 Creditors Amounts falling due within one year

	Group		Charity	
	2013	2012	2013	2012
	£	£	£	£
Bank Overdraft	-	13,895	-	13,895
Trade creditors	15,341	43,113	15,341	43,113
Taxes and social security costs	11,910	59,283	11,910	59,283
Accruals	14,146	10,810	13,233	10,097
Receipts in advance				
Big Lottery Fund	125,167	92,333	125,167	92,333
Other Creditors	332	-	332	-
	<u>166,896</u>	<u>219,434</u>	<u>165,983</u>	<u>218,721</u>

18 Operating lease commitments

Financial commitments under non-cancellable operating leases will result in the following group payments falling due in the next financial year

	Land and buildings		Motor vehicles		Office equipment	
	2013	2012	2013	2012	2013	2012
	£	£	£	£	£	£
On leases expiring						
Within one year	10,000	-	-	-	-	-
Within two to five years	-	31,924	27,125	27,125	3,351	1,436
After five years	-	-	-	-	-	-
	<u>10,000</u>	<u>31,924</u>	<u>27,125</u>	<u>27,125</u>	<u>3,351</u>	<u>1,436</u>

19 Pension scheme

The charity contributes to defined contribution pension schemes for the benefit of employees who elect to join. The assets of the schemes are held separately from those of the charity in independently administered funds. The pension cost represents contributions payable by the charity to the funds and amounted to £15,936 (2012 £13,135).

Endeavour Training Limited

Notes to the Accounts

for the year ended 30th September 2013

20 Statement of Funds

Group	At 1st October 2012 £	Incoming resources £	Outgoing resources £	Loss) Gain on Investment £	At 30th September Transfers £	2013 £
Restricted funds						
Community Projects						
Healthy Living Scheme	1,339	-	-	-	(1,339)	0
Dick Allcock Fund	2,902	-	-	-		2,902
Capital Fund Big Lottery	3,509	-	-	-	(3,355)	154
Capital Fund Trusthouse	2,304	-	-	-	(970)	1,334
Capital Fund NLDC	518	-	-	-	(518)	0
Capital Fund DLDC	1,419	-	-	-	(1,289)	130
Minibus Fund	13,000	-	-	-		13,000
Total Restrcted Funds	24,992	-	-	-	(7,471)	17,521
Unrestricted funds						
Revenue reserve	288,891	1,464,378	(1,459,234)	31,855	7,471	333,361
	288,891	1,464,378	(1,459,234)	31,855	7,471	333,361
Total funds of the group	313,883	1,464,378	(1,459,234)	31,855	-	350,882
Company						
Restricted funds						
Riverside Purchase	-	75,000	-	-	-	75,000
Healthy Living Scheme	1,339	-	-	-	(1,339)	0
Dick Allcock Fund	2,902	-	-	-	-	2,902
Capital Fund Big Lottery	3,509	-	-	-	(3,355)	154
Capital Fund Trusthouse	2,304	-	-	-	(970)	1,334
Capital Fund NLDC	518	-	-	-	(518)	0
Capital Fund DLDC	1,419	-	-	-	(1,289)	130
Minibus Fund	13,000	-	-	-		13,000
Total Restrcted Funds	24,992	75,000	-	-	(7,471)	92,521
Unrestricted funds						
Revenue reserve	19,370	1,457,265	(1,458,574)	-	7,471	25,531
	19,370	1,457,265	(1,458,574)	-	7,471	25,531
Total funds of the company	44,361	1,532,265	(1,458,574)	-	-	118,052

Endeavour Training Limited

Notes to the Accounts

for the year ended 30th September 2013

21 Analysis of net assets between funds Group	Restricted	Unrestricted	Total
	£	£	£
Funds balances at 30th September 2013 are represented by			
Tangible fixed assets	17,521	85,024	102,545
Investments	-	249,160	249,160
Net current assets	-	(823)	(823)
	<u>17,521</u>	<u>333,361</u>	<u>350,882</u>
Company	Restricted	Unrestricted	Total
	£	£	£
Funds balances at 30th September 2013 are represented by			
Tangible fixed assets	92,521	10,024	102,545
Investments	-	2	2
Net current assets	-	8,031	15,505
	<u>92,521</u>	<u>18,057</u>	<u>118,052</u>

22 Capital Guarantee

The company is limited by guarantee and does not have a share capital. Consequently a reconciliation of movements on shareholders' funds, which would otherwise be required by FRS 3, is not appropriate, and nor are the requirements of FRS 4 relating to the disclosure of non-equity interests.

Every member of the company undertakes to contribute to the assets of the company in the event of the same being wound up during the time he/she is a member, or within one year after he/she ceases to be a member, for payment of the debts and liabilities of the company contracted before he/she ceases to be a member and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding one pound.