

**Endeavour Training Limited  
Annual Report and Financial  
Statements For The Year Ended  
31st March 2010  
Company No. 1157897  
Charity No 275061**

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**Endeavour Training Limited**

**Administrative Information**

**for the year ended 31st March 2010**

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**Directors**

R M de Lacy - Chairman  
K Ward  
A Evans  
A Fox  
L Laywood  
J Haywood MBE  
Lee Cook

**Chief Executive**

L H Roberts

**Secretary**

E Green

**Registered Office**

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

**Auditors**

Shorts Chartered Accountants  
6 Fairfield Road  
Chesterfield  
Derbyshire  
S40 4TP

**Bankers**

Bank of Scotland  
38 Threadneedle Street  
London  
EC2P 2EH

**Company Number**

1157897

**Charity Number**

275061

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The directors' submit their annual report and the audited financial statements for the year ended 31st March 2010

## **OBJECTIVES AND ACTIVITIES**

### **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 Association
- (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 2009-10**

### **PROJECTS**

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

Initial assessment of numeracy and literacy is provided by the use of BKS software and our own assessment methods. Our programmes are accredited by NCFE, OCR, YAA, and others as appropriate. We are working to embed our learning into the new Foundation Learning framework.

We work with disaffected and disadvantaged young people including pupils in schools at risk of permanent exclusion, young people who are Not in Education Employment or Training (NEET) and 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 through problem solving and outdoor experience which lift the aspirations of young people, within a framework of secure relationships with Endeavour youth workers.

### **WORK WITH EXCLUDED YOUNG PEOPLE**

#### **(NOT IN EDUCATION, EMPLOYMENT OR TRAINING, OR NEET)**

Throughout the year, Endeavour has delivered personal development programmes working with young people who are NEET (not in education, employment or training) or at risk of becoming NEET. We delivered bespoke programmes in a number of areas – Sheffield, Leicester, Derbyshire, County Durham and Teesside to tackle the specific problems faced by young people who face problems of personal disadvantage and very low self esteem. These programmes have all used a core motivational framework, coupled with outdoor learning and employability skill development to address the needs of groups of young people at risk.

### **Outreach Project funded by Dept for Children Schools and Families (DCSF)**

In 2008, Endeavour was awarded a three year grant by DCSF to deliver work to address the needs of young people who are NEET or at risk of becoming NEET in three regions, to grow to a fourth and then five regions in successive years. The project delivers a model of specialist services to motivate the 'at risk' young people to move on to a positive destination. It has a particular emphasis on looked after children, young parents and young people who are involved with anti-social behaviour.

This grant of £810,000 secured much of the stability of the organisation for the three year period to March 2011 and has given the opportunity to work in close collaboration with Children's Trusts in these regions. We have been able to integrate this project within the Harrow Club partnership in North Kensington. Teams of two full time dedicated project staff entered their second year of project.

development, based in London, Leicester and Sheffield. During 2009, we sought to start the second phase of the project in the North East of England, but were only able to commence by January 2010, when a partnership was developed with Safe in Tees Valley. During the year the Department agreed to a restructuring of the final phase of the programme to relocate the final phase in Derbyshire rather than the North West of England. This reduced the level of risk of redundancy in Endeavour and made the impact of the recession more manageable in staff planning terms.

This work is intensive, using Endeavour's expertise in experiential learning with components of outdoor and challenging activity, ICT, team building and volunteering to address the needs of that proportion of the NEET cohort who have difficulty even in participating in special programmes.

#### **Harrow Club Partnership**

Our partnership with the Harrow Club in London has enabled us to work with disadvantaged children and young adults often from Afro Caribbean or mixed heritage backgrounds in a very challenging area of the city. This partnership was extended for a further three year period until December 2010 by the John Lyons Charity, which enables Endeavour to employ two dedicated youth workers who are based at the club. The integration of this project with our DCSF project led to Endeavour being asked to work with other clubs in the area to enable them to develop a partnership and a consortium under which joint bids for innovative projects were developed.

Our staff continue to be praised for their noteworthy achievements in working with travellers, and in providing a very high quality Junior Club. In working with our volunteer project, staff have been delivering a training programme for senior volunteers.

Joint working with the Harrow Club led to an extensive round of negotiations which we hoped would lead to the establishment of a Youth Achievement Foundation in partnership with the Royal Borough of Kensington and Chelsea, and with our partner, UK Youth. Contrary to a years discussion and all expectations however, RBKC declined the opportunity and the funding that would have accompanied the project. The Harrow Club and Endeavour continue to work together to develop strategic projects to support the young people of the area, and a consultancy report commissioned by the John Lyons Charity in 2009 indicated the substantial value to the Harrow Club of the relationship with Endeavour.

#### **Moving On Up funded by the Big Lottery**

Our Lottery funded project in the North East has continued to deliver a very innovative programme with disaffected young people based on an integration of the five outcomes of Every Child Matters into Endeavour motivational and employability programmes. This project frequently has a waiting list, and delivers high impact outdoor focused modules. Meeting all its outputs, it is funded until September 2010 and operates in Middlesbrough and Peterlee. Approaches have been made to other funders for ongoing financial support for this very successful project.

#### **ALTERNATIVE EDUCATION PROJECTS**

##### **Vocational Skills Programme (VSP)**

Endeavour has continued to work with Sheffield Council in delivering part of their VSP programme for young people excluded from school. We provide a motivational programme for young people often unable to participate in more mainstream support activity.

##### **Youth Achievement Foundation Sheffield (EYAF)**

Endeavour has been able to extend its work in Sheffield by developing a Youth Achievement Foundation in partnership with UK Youth. This project is one of UK Youths ten pilot YAFs across the country, and began in January 2010 working with a group of 12 Children Missing from Education referred by the City Council. This emergency provision has been extended by a contract for 2010-11 which was put in place by the end of March 2010. Under this contract Endeavour will deliver a 15 place full time programme throughout 2010-11, with considerable prospects for developing permanent provision in the city.

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**WORK WITH YOUNG UNEMPLOYED**

**Gateway to Work (New Deal)**

Endeavour provided part of Jobcentre Plus's 'Gateway to Work' programme within our partnership with Intraining (Newcastle College), until the end of the programme in September 2009 Endeavour has worked on this programme which involves unemployed young people aged 16-25 in Leicester City, Leicestershire and South Humberside, for over eight years. Many of those attending this compulsory course are at the highest level of disaffection. This exciting and innovative course mixes outdoor activity and classroom based learning to build self-confidence and esteem to help young people into jobs.

**WORK WITH OFFENDERS**

**Olass youth regional project**

In 2008 we were awarded the LSC contract for the delivery of a very exciting project, which aims to work with young offenders across the East Midlands and will contribute to the raising of the performance of 8 branches of the Youth Offending Service, as well as dealing directly with 425 young offenders in the period to December 2010. This is a partnership which we are leading involving the Chamber of Commerce, and Lincolnshire Action Trust. After some delays caused by negotiations and staffing difficulties, delivery commenced in May 2009 and the project has made good progress in bringing its results in line with a revised profile.

**Other project initiatives**

The development of the OLASS YOUTH project has also led to the growth of other initiatives in work with offenders including a Lloyds TSB funded programme in South Yorkshire which commenced in January 2010, and a number of National Navigation Award programmes in Leicester and Derby. Endeavour has also been included as a subcontractor with Pertemps People Development Group in a Ministry of Justice REACH programme in the North East. In addition, Endeavour and the Harrow Club are beginning to work on Offender programmes with Kensington and Chelsea College. These developments will eventually represent a significant raising of our profile and expansion of our work with offenders.

**VOLUNTEERING**

Endeavour is at heart a volunteering organization. Our volunteering programme has continued to develop as an integral part of project delivery, but will also be developed further as a resource to build diversification of income sources within our community fundraising strategy. The continuation of the DCSF volunteering project has been picked up by Endeavour regional managers as part of their regional development plans.

**ACHIEVEMENTS and EFFICIENCY**

Endeavour worked with 1,473 young people during 2009-10 (From 920 in 2005-6, 1224 in 2006-7, 1534 in 2007-8 and 1483 in 2008-09). The average cost per beneficiary has reduced from £1,082 in 2005-6, through £925 in 2006-7, £879 in 2007-8, £772 in 2008-09 and is now slightly increased to £787 in 2009-10. This remains a reflection of substantially improved efficiency. This has been achieved whilst sustaining the quality of delivery, developing new areas of work, improving our quality standards and maintaining levels of beneficiary retention throughout all programmes across the organization. Of the 1483 in 2008-09 728 (49%) of those were on the Gateway to Work programme which ceased in August 2009. This programme involved only short term contact with young people, so as we wish to focus our work on higher levels of engagement and continuity to achieve a better outcome, this enables us to pro-actively seek work which allows us to do this.

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## **FUTURE PLANS**

- To work with 2010 young people by the end of 2010
- To work with marginalised young people from deprived areas
- To achieve 125,000 contact hours
- To achieve 50% of the individuals we work with into positive destinations
- To develop criteria by which we can measure and evidence soft outcomes

In the next year we will

- increase the amount of time spent selling and attracting donors and volunteers
- maximise existing cost commitments and resource availability to available funding to obtain best value
- develop more flexible resourcing plans to ensure future resources match potential funding requirements in terms of maximising contact time with young people, timeframes of funding and distance of resources from source of funding
- all public sector quotations and bids to contribute a minimum of 4% contribution to core costs, and where possible, a full contribution to surplus
- where partial funding offered, a risk assessment, fit assessment and recosting exercise carried out before acceptance

## **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, the Board agreed**

- In May, a package of restructuring of Endeavour's operations so as to start the process of increasing the proportion of unrestricted funds as a percentage of annual turnover, and revising staffing structures accordingly. This is being implemented.
- In February, a new Corporate Strategy for the period to 2015, under which Endeavour will increase its work in the provision of alternative education projects such as Youth Achievement Foundations, and work with Offenders. This strategy reflects the Board's understanding of the economic climate as well as the level of expertise in Endeavour.
- The Board engaged in discussions with the Endeavour Trust Fund, about the best use of Trust Fund resources. A meeting chaired by Lord Phillips of Worth Matravers, the President of Endeavour, considered and accepted a proposal to identify suitable property to purchase which could be used as a future headquarters for Endeavour.

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### **Appointment of Trustees**

Under the terms of the Articles of Association, Board members 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:

Richard de Lacy - Chairman  
Adrian Evans - Treasurer  
Andrea Fox  
Chris Fox - Resigned 18 September 2009  
Kevin Ward  
Louise Laywood  
Sarah Temperton - Resigned 23 December 2009  
Jane Haywood MBE  
Lee Cook - Appointed 18 September 2009

### **Participation of Young People on the Board - VOICE!**

Endeavour has a Young People's Committee which comments on Endeavour's work structure and plans. This process has been enhanced during the year by the addition of a Youth Participation Advisor role.

### **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.

### **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 has its address at the Endeavour Training head office. Its trustee body is independent of Endeavour Training and 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, being £20,000 towards support for the development of programmes for young people and volunteers.



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**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 2007. At the same time Endeavour gained 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 attended by the Chief Executive, the Operations Manager, a Regional Manager, 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 2009-10 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 Criminal Records Bureau for vetting staff and volunteers. In addition personal references 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 March 2010 (completed May 2010). 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 organization.

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**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. At the beginning of 2009 it had become clear that Endeavour had to refocus its income generation efforts away from public sector contracts and increase the proportion of voluntary income. Initial steps were taken in March and May 2009 to make appropriate redundancies and a Community Fundraiser was finally recruited in November 2009.

Endeavour continued to be affected by delays in startups for public sector contracts. One significant project where Endeavour were the prime subcontractor, the head contract was won in October 2009. However it currently remains the subject of negotiation, despite assurances that work would commence in April 2010. Endeavour has invested significant management time and effort over the last few years in obtaining public sector contracts with an expectation that timetables would be adhered to but has lost faith in the process. We are now seeking alternative sources of funding and focusing attention on activities that have a statutory requirement, particularly education and offenders, cross funding with voluntary income. Endeavour is also conducting a review of its cost base to ensure good efficiency and continuing value for money.

**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 31 March 2010 unrestricted free reserves amounted to £33,455 which represents less than one months forward expenditure. Endeavour also has restricted fund balances of £32,015. Further information on their use is discussed below. The Endeavour Trust Fund holds unrestricted reserves of £398,287.

**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 21 to the accounts. All current funds will be spent in full in the next 6 months and none 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 and regulations

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company, and of the group, and of the surplus or deficit 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) make judgements and estimates that are reasonable and prudent,
- iii) state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- iv) 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.

Approved by the directors on 2nd July 2010  
and signed on their behalf by



R M de Lacy  
Chairman

**Independent Auditors' Report to the Members of Endeavour Training Limited**

**for the year ended 31st March 2010**

We have audited the financial statements of Endeavour Training Limited for the year ended 31st March 2010 on pages 11 to 23. 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 sections 495 and 496 of the Company's 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 9, 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.

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.

**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 company's affairs as at 31st March 2010 and of the group's incoming resources and resources expended,
- have been properly prepared in accordance with the requirements of the Companies Act 2006, and
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

**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:

- adequate accounting records have not been kept, or
- the financial statements are not in agreement with the accounting records, 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.

**H K Freeman** (Senior Statutory Auditor)

For and on behalf of

**Shorts**  
**Chartered Accountants**  
**& Statutory Auditor**

6 Fairfield Road  
Chesterfield S40 4TP

*Howard Freeman*

**13** th August 2010

**Endeavour Training Limited**

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

for the year ended 31st March 2010

	Notes	Unrestricted Funds	Restricted Funds	Company Total 2010	Company Total 2009
<b>Incoming resources</b>					
<b><i>Incoming resources from generated funds:</i></b>					
Voluntary income	2	49,465	-	49,465	119,834
Activities for generating funds	3	20,504	-	20,504	21,641
Investment income	4	7	-	7	4,105
<b><i>Incoming resources from charitable activities</i></b>	5	600,723	472,247	1,072,970	1,001,869
<b>Total incoming resources</b>		670,699	472,247	1,142,946	1,147,449
<b>Resources expended</b>					
<b><i>Costs of generating funds:</i></b>					
Costs of generating voluntary income	7	34,506	-	34,506	16,841
Cost of generating funds	7	3,809	-	3,809	5,200
<b><i>Charitable activities</i></b>	8	660,211	455,109	1,115,320	1,115,173
<b><i>Governance costs</i></b>	9	4,927	-	4,927	7,086
<b>Total resources expended</b>		703,453	455,109	1,158,562	1,144,300
<b>Net (outgoing) / incoming resources before transfers</b>	10	(32,754)	17,138	(15,616)	3,149
Gross transfers between Funds		7,292	(7,292)	-	-
<b>Net movement in funds</b>		(25,462)	9,846	(15,616)	3,149
Total funds brought forward at 1st April 2009		58,917	22,169	81,086	77,937
<b>Total funds carried forward at 31st March 2010</b>		33,455	32,015	65,470	81,086

*All amounts related to continuing operations*

*There were no recognised gains or losses other than the net outgoing resources for the year in either this or the preceding financial period*

**Endeavour Training Limited**

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

**for the year ended 31st March 2010**

	Notes	Unrestricted Funds	Restricted Funds	Group Total 2010	Group Total 2009
<b>Incoming resources</b>					
<b><i>Incoming resources from generated funds</i></b>					
Voluntary Income	2	29,465	-	29,465	47,921
Activities for generating funds	3	19,804	-	19,804	21,641
Investment income	4	15,047	-	15,047	22,002
<b><i>Incoming resources from charitable activities</i></b>	5	600,723	472,247	1,072,970	1,001,869
<b>Total Incoming Resources</b>		<b>665,039</b>	<b>472,247</b>	<b>1,137,286</b>	<b>1,093,433</b>
<b>Resources Expended</b>					
<b><i>Costs of generating funds</i></b>					
Costs of generating voluntary income	7	34,506	-	34,506	16,841
Cost of generating funds	7	3,809	-	3,809	5,244
Trading costs		-	-	-	-
<b><i>Charitable activities</i></b>	8	660,247	455,109	1,115,356	1,115,173
<b><i>Governance costs</i></b>	9	6,018	-	6,018	8,125
<b>Total resources expended</b>		<b>704,580</b>	<b>455,109</b>	<b>1,159,689</b>	<b>1,145,383</b>
<b>Net (outgoing) / incoming resources before transfers</b>	10	<b>(39,541)</b>	<b>17,138</b>	<b>(22,403)</b>	<b>(51,950)</b>
Gross transfers between Funds		<b>7,292</b>	<b>(7,292)</b>	<b>-</b>	<b>-</b>
<b>Net (outgoing) / incoming resources after transfers</b>		<b>(32,249)</b>	<b>9,846</b>	<b>(22,403)</b>	<b>(51,950)</b>
(Loss)/Gain on investment assets		<b>67,670</b>	<b>-</b>	<b>67,670</b>	<b>(74,301)</b>
<b>Net movement in funds</b>		<b>35,421</b>	<b>9,846</b>	<b>45,267</b>	<b>(126,251)</b>
Total funds brought forward at 1st April 2009		<b>394,889</b>	<b>22,169</b>	<b>417,058</b>	<b>543,309</b>
<b>Total funds carried forward at 31st March 2010</b>		<b>430,310</b>	<b>32,015</b>	<b>462,325</b>	<b>417,058</b>

*All amounts related to continuing operations*

*There were no recognised gains or losses other than the net outgoing resources for the year, in either this or the preceding financial period*

# Endeavour Training Limited

## Balance Sheets

at 31st March 2010

	Notes	Group 2010 £	2009 £	Charity 2010 £	2009 £
<b>Fixed Assets:</b>					
Tangible assets	13	69,555	63,203	69,555	63,203
Investments	15	361,673	323,665	2	2
		<u>431,228</u>	<u>386,868</u>	<u>69,557</u>	<u>63,205</u>
<b>Current Assets</b>					
Debtors	16	171,751	138,452	170,336	136,241
Cash at bank and in hand		69,295	125,968	34,754	114,556
		<u>241,046</u>	<u>264,420</u>	<u>205,090</u>	<u>250,797</u>
<b>Liabilities</b>					
Creditors amounts falling due within one year	17	209,949	234,230	209,177	232,916
<b>Net current assets/ (liabilities)</b>		<u>31,097</u>	<u>30,190</u>	<u>(4,087)</u>	<u>17,881</u>
<b>Net assets</b>		<u><u>462,325</u></u>	<u><u>417,058</u></u>	<u><u>65,470</u></u>	<u><u>81,086</u></u>
<b>The funds of the charity</b>					
Restricted funds	20	32,015	22,169	32,015	22,169
Unrestricted funds	20	430,310	394,889	33,455	58,917
<b>Total charity funds</b>		<u><u>462,325</u></u>	<u><u>417,058</u></u>	<u><u>65,470</u></u>	<u><u>81,086</u></u>

Approved by the board on 2nd July 2010  
and signed on their behalf by

R M de Lacy



A Evans



## 1 Accounting Policies

### **Basis of accounting**

The financial statements have been prepared under the historical cost convention and in accordance with the provisions of the Companies Act 2006, the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP revised 2005) issued in March 2005 and applicable accounting standards. The group accounts consolidate the accounts of Endeavour Training Limited and its subsidiary company, Endeavour Training Services Limited, both of which are made up to 31st March 2010, and the accounts of Endeavour Trust Fund which are made up to 5th April 2010.

### **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 as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.

- When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

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 when receivable by the charity.

### **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.



**1 Accounting Policies - continued**

**Leased assets**

Operating lease rentals are charged to the income and expenditure account on a straight line basis over the terms of the leases

**Pension costs**

Pension costs are charged to the income and expenditure account so as to spread the costs over the service lives of the relevant employees

**Fund accounting**

Unrestricted funds comprise the accumulated surplus or deficit on the income and expenditure account. They 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**

	<b>Group</b>		<b>Charity</b>	
	<b>2010</b>	<b>2009</b>	<b>2010</b>	<b>2009</b>
	£	£	£	£
Membership fundraising	1,835	1,895	1,835	1,895
Donation from Endeavour Trust Fund	-	-	20,000	71,913
Other donations	27,630	46,026	27,630	46,026
<b>Total</b>	<b>29,465</b>	<b>47,921</b>	<b>49,465</b>	<b>119,834</b>

**3 Activities for generating funds**

	<b>2010</b>	<b>2009</b>	<b>2010</b>	<b>2009</b>
	£	£	£	£
Sponsored events	12,301	15,371	12,301	15,371
Service fees	7,503	6,270	8,203	6,270
	<b>19,804</b>	<b>21,641</b>	<b>20,504</b>	<b>21,641</b>

**4 Investment income**

	<b>2010</b>	<b>2009</b>	<b>2010</b>	<b>2009</b>
	£	£	£	£
Bank interest	7	4,119	7	4,105
Investment income	15,040	17,883	-	-
	<b>15,047</b>	<b>22,002</b>	<b>7</b>	<b>4,105</b>

# **Endeavour Training Limited**

## **Notes to the Accounts**

**for the year ended 31st March 2010**

### **5 Incoming resources from charitable activities**

The charitable activities fall into three functional categories

#### **Under 16's Projects:**

Projects that support the personal development of young people under the age of 16

#### **Over 16's Projects:**

Projects that support the personal development of young people over the age of 16

#### **Community Based Projects**

Community Based Projects that work with all young people

#### **Incoming Resources**

	<b>Contracts</b>	<b>Grants</b>	<b>Other income</b>	<b>2010 Total</b>	<b>2009 Total</b>
	£	£	£	£	£
Under 16's Projects	152,649	47,500	-	200,149	216,430
Over 16's Projects	288,234	283,824	-	572,058	506,094
Community Based Projects	107,946	192,817	-	300,763	279,345
	<u>548,829</u>	<u>524,141</u>	<u>-</u>	<u>1,072,970</u>	<u>1,001,869</u>
<b>2009</b>	<u>445,920</u>	<u>555,949</u>	<u>-</u>	<u>1,001,869</u>	

### **6 Gross income**

**2010**  
£

**2009**  
£

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

1,137,286	1,093,433
15,047	22,002
<u>1,122,239</u>	<u>1,071,431</u>

# Endeavour Training Limited

## Notes to the Accounts

for the year ended 31st March 2010

### 7 Costs of generating voluntary income

	Group		Charity	
	2010	2009	2010	2009
			£	£
Fundraising staff costs	34,506	16,841	34,506	16,841
Fundraising events	3,809	5,244	3,809	5,200
	<u>38,315</u>	<u>22,085</u>	<u>38,315</u>	<u>22,041</u>

### 8 Resources expended on charitable activities

	Under 16's Projects	Over 16's Projects	Community Projects	2010 Total	2009 Total
	£	£	£	£	£
Staff Costs	141,790	252,336	188,936	583,062	570,921
Activity costs	19,737	107,798	84,029	211,564	218,875
Support Costs	65,189	145,342	110,163	320,694	325,377
	<u>226,716</u>	<u>505,476</u>	<u>383,128</u>	<u>1,115,320</u>	<u>1,115,173</u>
2009	<u>159,316</u>	<u>605,866</u>	<u>349,991</u>	<u>1,115,173</u>	

### 9 Governance Costs

	Group		Charity	
	2010	2009	2010	2009
			£	£
External audit	5,561	5,792	4,485	4,753
AGM Costs and trustee's expenses	457	2,333	442	2,333
	<u>6,018</u>	<u>8,125</u>	<u>4,927</u>	<u>7,086</u>

### 10 Net outgoing resources for the year

The consolidated net outgoing resources for the year is stated after charging

	£	£
Depreciation	21,963	16,986
Auditors' remuneration - audit fee	4,485	4,753
Operating lease rentals payable - land and buildings	58,744	51,678
- motor vehicles	27,847	34,481
- office equipment	2,814	2,334
	<u>115,853</u>	<u>109,232</u>

## Endeavour Training Limited

### Notes to the Accounts

for the year ended 31st March 2010

#### 11 Taxation

No corporation tax has been provided for in these financial statements because income of the company, a registered charity, is within the exemptions granted by section 505 of the Income and Corporation Taxes Act 1988. 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

	2010 £	2009 £
Staff costs during the year were as follows		
Wages and salaries	703,337	667,631
Social security costs	64,232	62,086
Other pension costs	6,755	7,689
	<u>774,324</u>	<u>737,406</u>

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 £176 (2009 £114) 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 year.

	2010 No	2009 No
The average monthly number of employees, excluding directors,		
Under 16's Projects	8	5
Over 16's Projects	15	17
Community Based Projects	11	9
<b>Company total</b>	<u>34</u>	<u>31</u>
Training services	-	-
<b>Group total</b>	<u>34</u>	<u>31</u>

<b>13 Tangible fixed assets</b>	<b>Improvements to leasehold property</b>	<b>Office furniture and equipment</b>	<b>Course &amp; project IT equipment</b>	<b>Owne d vehicles</b>	<b>Total</b>
	£	£	£	£	£
<b>Cost or valuation</b>					
At 1st April 2009	8,151	13,419	94,965	57,708	174,243
Additions	-	-	28,316	-	28,316
Disposals	(475)	(5,169)	(2,843)	(16,624)	(25,111)
At 31st March 2010	7,676	8,250	120,438	41,084	177,448
<b>Depreciation</b>					
At 1st April 2009	8,151	12,220	66,353	24,316	111,040
Charge for period	-	455	14,295	7,213	21,963
Disposal	(475)	(5,169)	(19,466)	-	(25,110)
At 31st March 2010	7,676	7,506	61,182	31,529	107,893
<b>Net book value</b>					
At 31st March 2010	-	744	59,256	9,555	69,555
At 31st March 2009	-	1,199	28,612	33,392	63,203

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 £28,708 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 2009-10. The aggregate amount of this company's capital and reserves at 31st March 2010 was £2,030 in deficit (2009 £1,560 in deficit).

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 receives administrative services from Endeavour Training Ltd. Endeavour Trust fund has a year end of 5th April, the difference in year end dates is deemed to be not material to the consolidation. The aggregate amount of this company's capital and reserves at 31st March 2010 was £398,287 in surplus (2009 £336,935 in surplus).

**14 Subsidiaries - Continued**

A summary of the subsidiary results is shown below,

	Endeavour Trust Fund		Endeavour Training Services	
	2010	2009	2010	2009
Turnover	15,033	17,683	-	-
Resources expended	( 707)	( 600)	( 470)	( 456)
Governance Costs	( 650)	( 628)	-	-
Net resources	13,676	16,455	( 470)	( 456)
Interest receivable	6	200	-	14
(Loss)/Gain on investment income	67,670	( 74,301)	-	-
Net Movement in Funds	81,352	( 57,646)	( 470)	( 442)
Amount granted or gift aided to the parent	( 20,000)	( 71,913)	-	-
	61,352	( 129,559)	( 470)	( 442)
Funds brought forward	336,935	466,494	( 1,562)	( 1,120)
Funds carried forward	398,287	336,935	( 2,032)	( 1,562)

**15 Investments**

	Group		Charity	
	2010	2009	2010	2009
<b>Common Investment Funds</b>				
CAF Bond and Equity Funds 1st April 2009	323,665	452,310	-	-
Additions	-	-	-	-
Disposals	( 29,662)	( 54,344)	-	-
Net investment (Losses)/Gains	67,670	( 74,301)	-	-
<b>Market value at 31 March 2010</b>	361,673	323,665	-	-

The common investment funds are held by Endeavour Trust Fund

**Shares in Subsidiary undertaking**

	Group		Charity	
	2010	2009	2010	2009
	£	£	£	£
Ordinary Shares of £1 each	-	-	2	2

# Endeavour Training Limited

## Notes to the Accounts

for the year ended 31st March 2010

### 16 Debtors

	Group		Charity	
	2010	2009	2010	2009
	£	£	£	£
Trade debtors	74,182	74,131	74,182	69,421
Amount due from subsidiary company	-	-	2,088	2,499
Prepayments and accrued income	93,456	59,938	89,631	59,938
Other debtors	4,113	4,383	4,435	4,383
	<u>171,751</u>	<u>138,452</u>	<u>170,336</u>	<u>136,241</u>

### 17 Creditors Amounts falling due within one year

	Group		Charity	
	2010	2009	2010	2009
	£	£	£	£
Trade creditors	43,012	66,963	43,012	66,963
Taxes and social security costs	21,227	19,321	21,227	19,321
Accruals	13,446	14,085	12,674	12,772
Receipts in advance Restricted				
Big Lottery Fund	7,214	37,211	7,214	37,211
Lloyds TSB	85,577	-	85,577	-
Santander	18,653	-	18,653	-
Receipts in advance Unrestricted	20,820	96,650	20,820	96,649
	<u>209,949</u>	<u>234,230</u>	<u>209,177</u>	<u>232,916</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	
	2010	2009	2010	2009	2010	2009
	£	£	£	£	£	£
On leases expiring						
Within one year	33,136	3,650	-	-	1,406	-
Within two to five years	-	14,000	-	-	1,408	2,347
After five years	25,063	25,063	-	-	-	-
	<u>58,199</u>	<u>42,713</u>	<u>-</u>	<u>-</u>	<u>2,814</u>	<u>2,347</u>

### 19 Pension scheme

The company 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 company in independently administered funds. The pension cost represents contributions payable by the company to the funds and amounted to £6,755 (2009 £7,689).

20 Statement of Funds

Group	At 1st April 2009 £	Incoming resources £	Expenditure £	(Loss)Gain on Investment £	Transfers £	At 31st March 2010 £
<b>Restricted funds</b>						
Community Projects						
Healthy Living Scheme	9,030	-	( 3,762)	-	( 1,225)	4,043
Outerzone - Lloyds TSB	-	9,824	( 9,824)	-	-	-
Outreach project		270,000	( 270,000)	-	-	-
Dick Allcock Fund	2,902	-	-	-	-	2,902
Big Lottery	-	171,523	( 171,523)	-	-	-
Capital Fund Big Lottery	-	15,100	-	-	( 2,783)	12,317
Capital Fund Trusthouse	6,256	-	-	-	( 1,248)	5,008
Capital Fund NLDC	3,981	-	-	-	( 1,039)	2,942
Capital Fund DLDC	-	5,800	-	-	( 997)	4,803
<b>Total Restricted Funds</b>	<b>22,169</b>	<b>472,247</b>	<b>( 455,109)</b>	<b>-</b>	<b>( 7,292)</b>	<b>32,015</b>
<b>Unrestricted funds</b>						
Revenue reserve	57,954	649,999	( 703,922)	-	7,292	11,323
Endeavour Trust Fund	336,935	15,039	( 657)	67,670	-	418,987
Development reserve	-	-	-	-	-	-
	<b>394,889</b>	<b>665,039</b>	<b>( 704,580)</b>	<b>67,670</b>	<b>7,292</b>	<b>430,310</b>
<b>Total funds of the group</b>	<b>417,058</b>	<b>1,137,286</b>	<b>( 1,159,689)</b>	<b>67,670</b>	<b>-</b>	<b>462,325</b>
<b>Company</b>						
<b>Restricted funds</b>						
Community Projects						
Healthy Living Scheme	9,030	-	( 3,762)	-	( 1,225)	4,043
Outerzone - Lloyds TSB	-	9,824	( 9,824)	-	-	-
Outreach project		270,000	( 270,000)	-	-	-
Dick Allcock Fund	2,902	-	-	-	-	2,902
Big Lottery	-	171,523	( 171,523)	-	-	-
Capital Fund Big Lottery	-	15,100	-	-	( 2,783)	12,317
Capital Fund Trusthouse	6,256	-	-	-	( 1,248)	5,008
Capital Fund NLDC	3,981	-	-	-	( 1,039)	2,942
Capital Fund DLDC	-	5,800	-	-	( 997)	4,803
<b>Total Restricted Funds</b>	<b>22,169</b>	<b>472,247</b>	<b>( 455,109)</b>	<b>-</b>	<b>( 7,292)</b>	<b>32,015</b>
<b>Unrestricted funds</b>						
Revenue reserve	58,917	670,699	( 703,453)	-	7,292	33,455
	<b>58,917</b>	<b>670,699</b>	<b>( 703,453)</b>	<b>-</b>	<b>7,292</b>	<b>33,455</b>
<b>Total funds of the company</b>	<b>81,086</b>	<b>1,142,946</b>	<b>( 1,158,562)</b>	<b>-</b>	<b>-</b>	<b>65,470</b>



**20 Funds - continued**

**Community based projects**

Healthy Living Scheme, to develop the nutrition skills of volunteers funded by Awards For All Volunteering programme, Development of active volunteers for Endeavour and for wider communities funded by Dfes

Outreach Project is for young people who are NEET or at risk of becoming NEET and in particular those who are looked after, young parents and those involved in anti-social behaviour with the aim of motivating them to move on to a positive destination Funded by Dept for Children, Families and Schools (DCSF)

**Moving On Up funded by the Big Lottery Fund**

The Moving On Up Project is for disadvantaged NEET young people to improve their communication skills and self esteem, for them to become safer and healthier and make a positive impact on their communities During the year to 31 March 2010 Endeavour received £170,900 (2009 £162,028) from the Lottery, and spent £187,016 (2009 £153,716) The cumulative underspend of £7,213 (2009 £37,212) was deferred at the year end The project reporting period ended on 30 September 2008 at which an underspend of £42,902 was identified Endeavour negotiated with the Lottery to reallocate part of the underspend and the unallocated balance of £14,269 was refunded on 14th April 2009

**Dick Allcock Memorial Fund**

The Fund was set up to receive donations from admirers of Dick Allcock, the founder of Endeavour, who passed away in January 2005 The Fund is designed to support and enhance the work of the organisation by helping to fund capital items or other forms of asset development, perhaps including a training centre

**Capital Fund**

The Capital Fund is represented by restricted grants to support the purchase of assets The grants are amortised at the same rate as the related asset is depreciated The Balance includes funding for a minibus received in March 2006 and new funding for a set of bikes to run a Community Champions Scheme for Young people to get involved in their local community

<b>21 Analysis of group net assets between funds</b>	<b>Restricted</b>	<b>Unrestricted</b>	<b>Total</b>
	£	£	£
Funds balances at 31st March			
2010 are represented by			
Tangible fixed assets	25,070	44,485	69,555
Net current assets	6,945	385,825	392,770
	<u>32,015</u>	<u>430,310</u>	<u>462,325</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



# ENDEAVOUR TRAINING LIMITED

Year ended 31 March 2010

## Unadjusted errors

1	Income re Pertemps Creditors	2,282 00	2,282 00
	Re duplicated invoice and receipt re Pertemps		
2	Debtors Income	304 00	304 00
	Underclaim re OLASS		
3	Expenses Accruals	2,423 00	2,423 00
	Re afterdate expense review		