

BLACK TRAINING AND ENTERPRISE GROUP (BTEG)

A Company Limited by Guarantee

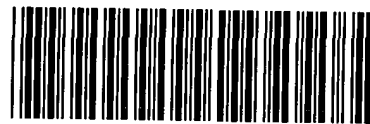
**Report of the Trustees and audited financial statements for the year ended
31 March 2020**



**200a Pentonville Road
London N1 9JP
T: 020 7832 5800
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**Charity registration number: 1056043
Company registration number: 03203812**

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COMPANIES HOUSE

Black Training and Enterprise Group (BTEG)
Report of the Trustees (incorporating a Chief Executive's Report)

Report of the Trustees and audited financial statements for the year ended
31 March 2020

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Black Training and Enterprise Group (BTEG)
Report of the Trustees (incorporating a Chief Executive's Report)

Legal and administrative information

Name of charity: Black Training and Enterprise Group (BTEG)

Charity registration number: 1056043

Company limited by guarantee registration number: 03203812

Principal and registered office: 200a Pentonville Road, London N1 9JP

Charitable company's trustees and officers:

Femi Bola MBE, Secretary

Ila Chandavarkar

Tony Durrant MBE

Zahid Hussain, Treasurer

Seema Manchanda, Chair

Raj Patel MBE

Ambrose Quashie

Patrons -

Greg Clark CBE

Lieutenant Colonel Sulle D Alhaji

Chief Executive Officer and senior staff members to whom day- to-day management of the charitable company is delegated by the trustees:

Jeremy Crook OBE, Chief Executive

Tebussum Rashid, Deputy Chief Executive

Banker: Unity Trust Bank, Nine Brindleyplace, Birmingham B1 2HB

Auditor: Able & Young, Airport House, Purley Way, Croydon, CR0 0XZ

Black Training and Enterprise Group (BTEG)

Report of the Trustees (incorporating a Chief Executive's Report)

The Trustees (who are also the directors for the purposes of company law) are pleased to present their report and the audited financial statements of Black Training and Enterprise Group (BTEG) for the year ending 31 March 2020. These comply with statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable to charities in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Aims and Mission

The aims for which the charitable company is established are:

- To increase employment rates for BAME people to the national average.
- To ensure that BAME communities contribute to the economic regeneration of their communities.
- To raise the attainment levels of BAME pupils in education to the national average.
- To work with individuals and communities to improve integration and cohesion through developing shared values and aspirations for the whole community.
- To motivate and inspire individuals to act on their ideas and to realise their enterprise potential.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. BTEG provides public benefit by improving the lives of young BAME people through our projects, supporting staff in BAME organisations and in our policy work on tackling poverty, inequality and employment.

Our mission

BTEG's mission is to end racial inequality. We believe that the contribution of all communities makes a nation, builds dynamic local communities, generates wealth and improves well-being. We champion fairness, challenge discrimination and pioneer innovative solutions to empower BAME communities through education, employment and enterprise.

Achievements Against Key Objectives 2019-20

BTEG focuses on black, Asian and mixed heritage young people aged 10-30 and is committed to improving their education and employment outcomes. Keeping young people out of the justice system is one of our aims.

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Apprenticeships and young people

In January, BTEG's Chief Executive chaired a Department for Education (DfE) workshop for their 5 Cities partners in Birmingham, with representatives from London, Birmingham, Leicester, Bristol and Greater Manchester. 5 Cities aims to mobilise strategic city level cooperation to boost black, Asian and minority ethnic (BAME) apprenticeship starts. Despite the DfE's limited £125k investment in the programme BTEG was impressed with the enthusiasm of the partners in each city to make progress.

One partner from Birmingham explained how difficult it was to engage with employers and encourage them to embark on new approaches to recruitment and suggested it would be beneficial to have a 'how-to toolkit' for employers to help them practically reach and recruit BAME young people.

There was a consensus that one of the key challenges across the five cities was effectively engaging employers from sectors where BAME representation had been historically low, i.e., construction, engineering and technology, and where young people's access to decent quality careers advice had also been poor.

BTEG informed 5 Cities colleagues that the GLA had commissioned BTEG to produce an inclusive employer toolkit and it would be available towards the end of 2020.

Cabinet Office Race Disparity Unit (RDU)

The Chief Executive also chaired a workshop on behalf of the RDU who were feeding into a Home Office consultation on policing and stop and search. This was a very useful day held in Birmingham with stakeholders from the West Midlands. Several participants supported young black and Asian people and constructively interfaced with the police, especially regarding stop and search. A strong message from the workshop was the harm being caused to police and black community relations by inadequately trained police officers conducting stop and searches on young black and Asian people and the need for improved police training on how to conduct stop and searches respectfully and based on robust intelligence. This was also a strong theme repeated in our EQUAL activities in London and Manchester.

HMPPS

The Chief Executive entered his second and final year on part-time secondment to Her Majesty's Prison and Probation Service (HMPPS) as Race - External Liaison and Learning Lead. He continued to chair their External Advice and Scrutiny Panel (EASP). The EASP continued to perform as a critical friend to HMPPS officials and support the development and updating of policies in response to the Lammy Review implementation programme such Incentives and Use of Force.

However, the year was disrupted because of HMPPS's decision to introduce PAVA spray in a small number of prisons with a view to rolling out to the whole male prison

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estate. The Panel and virtually all of its members did not see the need for another weapon to be introduced and had deep concerns that the spray would be used disproportionately on young black, Asian and Muslim men.

The EHRC, Prison Reform Trust and EQUAL NIAG used their influence to make sure that PAVA spray was rolled out with safeguards, robust monitoring and widespread use of body worn cameras.

The treatment of young black men by police and prison service remains a major issue. The use of force, the use of stop and search powers, the use of tasers, the use of PAVA spray all demonstrate ethnic disproportionality.

As the EASP neared its two-year completion in line with its terms of reference, HMPPS asked the chair to conduct a two-year review. A short report was produced which included the findings of a members' survey. There was a unanimous view that the EASP continue with a focus on race equality and high-level recognition.

During the year, the Chief Executive, with the support of HMPPS, developed a positive relationship with one London prison which included preparing and facilitating a two-hour organisational culture workshop for the Senior Management Team (SMT) and focus groups with BAME staff to hear their views on low BAME staff progression rates. Reports were produced and shared with HQ and the prison SMT.

Moving on Up - supporting young black men 16-24 into good employment in London

BTEG (and partner organisation Shared Enterprise CIC Ltd) continued its learning partner role with Trust for London and City Bridge Trust. The main positive developments were:

Two new MoU collective impact partnerships set up in Brent and Newham and chaired by senior officers (£450k of grant funding for local providers); the Behavioural Insights Team commissioned to test employer email messaging; commissioned by the GLA WIN team to produce an inclusive employer's toolkit; hosted Employer Champions Groups for construction, Technology and Finance companies; and organised quarterly MoU Advisory Group meetings chaired by Bola Abisogun OBE, FRICS. Arthur Ntale (Veritas Investments) and Antony Impey (Optimity) kindly chaired the construction/finance and technology employers' groups, respectively. BTEG would like to thank all three chairs for their time and commitment.

We would like to acknowledge the long-term commitment made by Trust for London and City Bridge Trust senior officers and trustees to this important and challenging programme. The journey started in 2013 when Trust for London commissioned BTEG to undertake research (Action Plan published 2014). A lot has been learnt and nearly 300 young black men have secured employment. But the ethnic disparity in the employment rates between young white and young black men remain as wide as ever. The average unemployment rate for young black men is 33% and 13% for young white men (June 2020).

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EQUAL National Independent Advisory Group (NIAG)

During the year, the BTEG's Project Development Officer moved on after nearly a decade at BTEG. He had been instrumental in undertaking CJS activities, initially through setting up the Ministry of Justice (MOJ) funded BTEG BAME CJS network (2010-13), supporting the Young Review in partnership with Clinks and working closely with the Lammy Review and launching EQUAL NIAG.

In December 2019 we appointed the EQUAL Head of Policy to support the EQUAL secretariat. Following this, EQUAL policy priorities were redrafted, and an action plan and theory of change document was created for 2019/20. The communications and engagement plan were reviewed and updated. The EQUAL NIAG terms of reference were also amended following input from our stakeholders

EQUAL NIAG and the secretariat engaged with the Youth Justice Board (YJB), Equality and Human Rights Commission, Association of Police Crime Commissioners, The Mayor's Office for Policing and Crime (Gangs Violence Matrix Reference Group), Metropolitan Police Service (STRIDE Board) and the Mayor of Greater Manchester. EQUAL welcomed the YJB's increased focus on BAME children and young people but there was no improvement in the race disparity data. Black children were four times more likely than white children to be arrested and the overrepresentation of young black people increases as they progress through the youth justice system.

In March, the EQUAL Communications and Engagement Officer resigned, and the post remained vacant due to the Covid-19 pandemic.

The Equality and Human Rights Commission funded a disabled prisoner's application for judicial review of the Justice Secretary's decision to make PAVA spray available to prison officers in the adult male prison estate. This led to the MOJ making changes to the way it intends to roll out the spray, stronger requirements around monitoring and stronger guidance on when it can be used.

#Timetotalk event series

In January EQUAL hosted a lively event on stop and search in Manchester. It focused on gathering community views, and a panel, including Mayor Andy Burnham, answered questions on stop and search and the wider policing agenda in Greater Manchester. EQUAL has continued to engage with the Mayor's Office and some of the stakeholders involved in Greater Manchester Police's community engagement process.

Because of the Covid-19 pandemic lockdown, subsequent events were cancelled. The second in the series, 'The Injustice of Youth Justice', has now been rearranged for November 2020, to be held via Zoom.

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MOJ/HMPPS progress on Lammy Review

EQUAL published a response to the MOJ update to the Lammy Review. We also shared our response directly with the Secretary of State for Justice and, as part of the External Advice and Scrutiny Panel (EASP), we contributed to a formal response raising concerns about the update.

The Chair of EQUAL, Iqbal Wahhab OBE, met with Dr Jo Farrar, HMPPS CEO, to raise concerns from across the sector about the PAVA spray rollout and the impact of it on racial disparity in the use of force.

EQUAL contributed to the JUSTICE working party to produce a report on racial disparity within the youth justice system.

Policing

EQUAL began working with the Criminal Justice Alliance (CJA) on a s.60 super complaint, engaging with the Independent Office for Police Conduct (IOPC) to gather data. We also engaged with the Suffolk and Bedfordshire stop and search scrutiny panels, as well as seeking case studies from young people affected by s.60 police stops.

EQUAL's Head of Policy made several appearances on BBC local radio discussing the impact of new police powers on ethnic disparity during the pandemic.

Legal action project

EQUAL met with the Baring Foundation, AB Charitable Trust, Liberty and Public Law Project (PLP) to discuss the possibility of collaborating on a project that would inform BAME voluntary sector organisations of the legal ways in which they could challenge disproportionality/racial disparities.

Routes2Success (R2S) Ethnic Minority Role Model Programme

The sixth year of R2S Ethnic Minority Role Model Programme - funded by John Lyons Charity (JLC) and the GLA Young Londoner's Fund (YLF), - saw us focus on delivering the programme in new London boroughs, building relationships with primary schools and developing our mentoring model. Our JLC funding ended in September 2019 and a successful end of project report was submitted. We looked for additional funding opportunities to expand the programme. A funding application was submitted to the National Lottery Community Fund for an extension of R2S, with our partner organisation Communities Empowerment Network delivering parental support.

YLF delivery

New marketing material was produced to recruit more female and male role models through the YLF. We delivered three role model training days and one mentoring induction day.

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R2S role models delivered 67 workshops in 13 schools (Harrow, Brent, Kensington and Chelsea, Barnet, Hammersmith and Fulham, and Croydon), one Pupil Referral Unit and one Youth Offending Team. We have worked with 287 young people. BTEG attended YLF networking sessions at the Mayor's Office to connect with council representatives in the key boroughs and other youth projects working under YLF.

Communication material about the programme was sent to all primary and secondary schools in the boroughs we are working with for the GLA.

The R2S team attended London Youth Quality Mark training and work began to achieve the standard.

Outcomes and Impact

R2S has a Theory of Change that has met – and received a certificate for - Project Oracle Standard 1. We had seven volunteers over the year, working on administration tasks and producing promotional material.

We have engaged with a range of young people from diverse ethnic minority backgrounds:

Black African 35%, Asian 4%, Arab 2%, 10% other mixed, 10% mixed white and Caribbean/African, 30% Black Caribbean, 6% other, 3% white.

72% of the young people attended all three sessions, completing the R2S course. 62% of them said that they felt more confident in the future after their attendance. 66% said they were more likely to stay on to further education after attending three R2S sessions. 61% of them said they felt more knowledgeable about the skills and knowledge needed to become an entrepreneur. 76% felt more knowledgeable about the skills and qualifications employers look for.

We are delighted that 36 new role models (24 female, 12 male) were recruited, trained, and inducted.

London Legacy Development Corporation (LLDC) - East Works Careers Programme

March 2020 saw the culmination of the LLDC funded East Works Careers Programme. BTEG Ltd was awarded a two-year contract worth £125k running from May 2018 to April 2020. Originally in partnership with West Ham United Foundation (WHUF) and Elevation Networks (EN), the project delivered career awareness and graduate employability programmes to young people in the east London boroughs of Newham, Hackney, Tower Hamlets and Waltham Forest.

Many of the project outputs were greater than the initial targets. For example, 343 students engaged in a workshop (rather than the target 250), the number of students interacting with an employer was 148 (44) and the percentage of students from a BAME background was 97% (50%).

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BTEG was responsible for programme management, ensuring that partners delivered according to their contracts through operational meetings, regular reporting, and shared learning between partners. One partner withdrew partway into delivery which meant outputs were challenging to deliver on part 2.

Students were regularly surprised by the higher scale of pay - than they thought - offered within construction and STEM roles. Following attendance at a STEM workshop, all BAME groups demonstrated an increased interest of between 20-25% in STEM sector.

One-to-one support around a particular need (applications, tailoring a CV, tailored interview questions etc.) for a specific vacancy proved really useful and was successful in supporting young people (mainly graduates) into work.

Recruiting graduates was challenging as many did not feel they needed support and that sites like Indeed/Monster were the only ones they needed to apply to for jobs. Offering an "employability" programme alone was not an attractive enough offer for graduates to sign up. Linking the programme more closely to employers (even without vacancies) was a good "hook" to generate interest.

However, when BAME graduates were given support in areas like targeted job search, bespoke CV review and careers guidance they were able to quickly progress into graduate level employment/other positive outcomes.

The BAME Connectivity Programme

The BAME Connectivity Programme, funded by the City Bridge Trust, started its second year in October 2019, supporting up to 20 BAME organisations to be better positioned to survive and strengthen their collective voice.

Using the collective impact approach, we delivered capacity building and leadership development activities to enable collaborations and partnerships within the BAME civil society sector.

We worked in the boroughs of Southwark, Lewisham, Lambeth and Ealing, delivering workshops to develop capacity and strengthen the communities' collective voice. These included strategic envisioning, understanding leadership, good governance. We facilitated action learning sets to focus leaders on removing barriers and solving problems with their peers in a solution-focused way.

We achieved success in two key areas:

- The delivery of workshops for the sector's learning needs, scoring an average of 92% overall satisfaction.
- The Southwark and Lewisham Collaboration group set up a BAME umbrella CIO organisation to create a space, increase funding opportunities and develop a stronger voice for more groups and the communities they serve.

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Resources included blogs and articles on collaboration, capacity building and leadership. These remain accessible for all on our website.

Impact of the pandemic on the charity

The year ended with the government responding to the Covid-19 global pandemic and putting the country into the first national lockdown on 23 March 2020.

COVID-19 has significantly disrupted the education system, labour market and the lives, opportunities and well-being of young people.

BTEG responded by assessing what services, or elements of services, we provided could be adapted to on-line delivery. We will continue to explore on-line possibilities while bearing in mind the importance of safeguarding young people. The organisation makes extensive use of on-line platforms for internal and external communication and engagement. In relation to our own staff, we introduced greater flexibility in terms of office and home-based work.

It is important to acknowledge how challenging 2020 has been for BTEG and many other charities, especially BAME-led charities. We have survived the year because of our organisational agility - the focus and commitment of our staff, volunteers, trustees, and the decisive and incredibly supportive action taken by our existing and new funders.

Plans for the Future

Work plan April 2020 - March 2021

The UK is now in a major recession and this has pushed up youth unemployment. BAME youth unemployment rates are higher irrespective of qualification levels. Many young people will need support and encouragement to stay motivated, focused and healthy (physically and mentally).

Our priorities are to attract new resources to support young people in the education system and those transitioning into employment. In relation to the criminal justice system (CJS) our focus through EQUAL NIAG will be to lobby the Government and CJS agencies to end the ethnic disproportionality in policing, youth custody and the use of force. CJS agencies must be focused on adopting actions to close ethnic disparities.

Through MoU we will continue to support the collective impact partnerships in Brent and Newham and look for opportunities to expand the programme to another London borough. There will be a focus on providing practical support for employers to help them adopt the new Mayor of London Inclusive Employers Toolkit.

Attracting increased funding for Routes2Success will remain a key priority. Young BAME people will need greater access to role models and mentors to lift their spirits and aspirations, and parents will also need access to support. This will need to be face-to-face and on-line.

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BTEG will have a robust approach to challenging systemic organisational ethnic biases across the public, private and civil society sector and continue to work collaboratively to find effective solutions.

Review of the Financial Position

The majority of income of the charity is from grants. The income of the charity for the year was £429,954 (2019 - £321,953) and the resources expended were £424,001 (2019 - £360,111). The unrestricted reserves at the financial year end were £158,787 with further designated reserves of £68,249 towards future projects to do with education, entrepreneurship and employment.

As with other charities of similar size and sector the inherent nature of grant funding is of short-term duration. The charity runs different projects to achieve its core objectives. Similar to other charities in this sector, it is finding it increasingly difficult to attract suitable funds to carry out all the objectives it wishes to achieve. A number of projects are coming to an end and the charity is trying to attract further funding to fund existing and new projects.

Reserves Policy

The charity's aims are to hold free reserves equivalent to approximately six months of charitable spending in order to continue to fund the core activity of the charity including support and governance costs. The free reserves which are a part of the unrestricted reserves are held to make sure the charity can maintain its core activities whilst awaiting the outcomes of grant applications.

The free reserves held by the charity at the financial year end were £158,787 and represent approximately five months of costs.

Staff

All staff are directly engaged in activities in furtherance of the objectives of BTEG and their cost has been allocated accordingly. The largest expenditure of the charity is staff costs and these are consistently reviewed to ensure optimization of the charity's resources.

Structure, Governance and Management

The organization is a charitable company limited by guarantee. The charitable company was incorporated on 24 May 1996 and registered as a charity on 10 June 1996. The registered charity operates within its memorandum and articles of association. BTEG is a charity limited by guarantee. The guarantee of each member is limited to £1

Governance and Management Structure

The Board of Trustees is comprised of individuals from the voluntary, private and public sectors with a broad range of knowledge and experience relevant to the charity. The Board convenes throughout the year and holds an additional strategic planning away day.

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Report of the Trustees (incorporating a Chief Executive's Report)

BTEG Trustees have delegated management of the BTEG to the Executive Director who reports on performance against the Strategic Plan approved by the Trustees.

Risk Assessment

The Board of Trustees constantly review and assess the risks to which the charity is exposed, particularly our activities at national level, operational and financial risks.

Trustees' Responsibilities

Charity and company law require the Board of Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the company and the incoming resources and application of resources, including income and expenditure, for the financial year. In preparing the financial statements the trustees should:

- Select suitable accounting policies and applied them consistently
- Make judgments and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue on that basis.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the group and the charity and to 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 trustees are aware at the time of approving our trustees' annual report:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The trustees have taken all steps that they ought to have taken to make them themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislations in other jurisdictions.

**Black Training and Enterprise Group (BTEG)
Report of the Trustees (incorporating a Chief Executive's Report)**

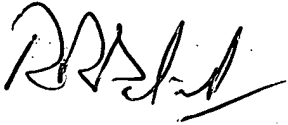
Auditors

Able & Young, incorporating Wright & Co, acted as the auditors of the charitable company and have expressed their willingness to continue in that capacity.

Small company exemption

This report of the Directors has been prepared in accordance with the Companies Act 2006 relating to small companies.

By order of the Board

A handwritten signature in black ink, appearing to read 'Raj Patel', is written over the printed name.

Raj Patel MBE
Trustee

Dated: 17 December 2020

Black Training and Enterprise Group (BTEG)

Report of the Trustees (incorporating a Chief Executive's Report)

BLACK TRAINING AND ENTERPRISE GROUP (BTEG)

Independent Auditors' Report to the members of Black Training And Enterprise Group (BTEG)

Opinion

We have audited the financial statements of Black Training And Enterprise Group (BTEG) (the "parent charity") and its subsidiary undertakings (the "group") for the year ended 31 March 2020 which comprise the Consolidated Statement of Financial Activities (incorporating an Income and Expenditure Account), the Consolidated Balance Sheet, the Charity Balance Sheet and the related notes. 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), including FRS 102 "The Financial Reporting Standard applicable to the UK and Republic of Ireland"

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 31 March 2020 and of the group's 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.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report on this regard.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements and the Trustees' Report has been prepared in accordance with applicable legal requirements.

Black Training and Enterprise Group (BTEG) Report of the Trustees (incorporating a Chief Executive's Report)

BLACK TRAINING AND ENTERPRISE GROUP (BTEG)

Independent Auditors' Report to the members of Black Training And Enterprise Group (BTEG)

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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 Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Report.

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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



Rekha Shah FCCA CTA
Senior Statutory Auditor
For and on behalf of Able & Young, Accountants and Statutory Auditors
Airport House, Purley Way
Croydon
CR0 0XZ

Dated: 18 December 2020

BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)

(A company limited by guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(Including consolidated income and expenditure account)

FOR THE YEAR ENDED 31 MARCH 2020

	Notes	Unrestricted Funds 2020	Restricted Funds 2020	Total Funds 2020	Total Funds 2019
		£	£	£	£
Income					
Donations and legacies		46,664	-	46,664	49,034
Income from charitable activities		65,178	245,463	310,641	215,330
Other trading activities		71,206	-	71,206	56,331
Investment income		1,443	-	1,443	1,258
Total income	2	<u>184,491</u>	<u>245,463</u>	<u>429,954</u>	<u>321,953</u>
Expenditure					
Raising funds		76,242	-	76,242	46,337
Charitable activities		98,401	249,358	347,759	313,774
Total resources expended	3	<u>174,643</u>	<u>249,358</u>	<u>424,001</u>	<u>360,111</u>
Net incoming/(outgoing) Resources before transfers		9,848	(3,895)	5,953	(38,158)
Transfers between the funds		-	-	-	-
Net movement in funds for the year		<u>9,848</u>	<u>(3,895)</u>	<u>5,953</u>	<u>(38,158)</u>
Fund balances brought forward at 1 April 2019		<u>217,188</u>	<u>59,314</u>	<u>276,502</u>	<u>314,660</u>
Fund balances carried forward at 31 March 2020	15	<u><u>227,036</u></u>	<u><u>55,419</u></u>	<u><u>282,455</u></u>	<u><u>276,502</u></u>

The charity derived its income from continuing charitable grants and activities. The results also include income and expenses of the trading subsidiary.

There were no recognised gains and losses other than those included in the statement of financial activities above.

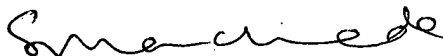
BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)
(A company limited by guarantee)

CONSOLIDATED BALANCE SHEET
AS AT 31 MARCH 2020

	Notes	£	2020 £	£	2019 £
Fixed assets					
Tangible assets	9		1		1
Current assets					
Debtors	11	32,201		18,754	
Short term investments	12	155,752		154,817	
Cash at bank and in hand		202,381		215,908	
		<u>390,334</u>		<u>389,479</u>	
Creditors - amounts falling due within one year	13	<u>107,879</u>		<u>112,978</u>	
Net current assets			<u>282,454</u>		<u>276,501</u>
Net assets			<u>282,455</u>		<u>276,502</u>
Funds					
Income funds					
Unrestricted funds					
General funds			158,787		136,035
Designated funds			68,249		81,153
Restricted funds			<u>55,419</u>		<u>59,314</u>
Total funds	15		<u>282,455</u>		<u>276,502</u>

The trustees have prepared group accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



S Manchanda
Trustee

Date: 17 December 2020

The notes on pages 18 to 27 form part of these accounts

Company registration no 03203812

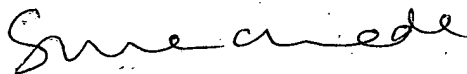
BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)
(A company limited by guarantee)

BALANCE SHEET
AS AT 31 MARCH 2020

	Notes	£	2020 £	£	2019 £
Fixed assets					
Tangible assets	9		1		1
Investments	10		2		2
			<u>3</u>		<u>3</u>
Current assets					
Debtors	11	29,851		19,040	
Short term investments	12	155,752		154,817	
Cash at bank and in hand		191,100		203,141	
		<u>376,703</u>		<u>376,998</u>	
Creditors - amounts falling due within one year	13	106,729		112,978	
Net current assets			269,973		264,020
Net assets			<u>269,976</u>		<u>264,023</u>
Funds					
Income funds					
Unrestricted funds					
General funds			146,308		123,556
Designated funds			68,249		81,153
Restricted funds			<u>55,419</u>		<u>59,314</u>
Total funds			<u>269,976</u>		<u>264,023</u>

The directors have prepared company's accounts in accordance with the Companies act 2006, s. 398 and the Charities Act 2011, S. 138. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

Approved by the trustees on and signed on their behalf by:



S Manchanda
Trustee

Date: 17 December 2020

The notes on pages 18 to 27 form part of these accounts

Company registration no 03203812

BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020

1 ACCOUNTING POLICIES

The principle accounting policies, which have been applied consistently, are as follows:

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Black Training And Enterprise Group Limited (BTEG) meets the definition of a public benefit entity under FRS 102, Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

1.2 Company status

The company is limited by guarantee. The guarantors are the directors of the company. The liability in respect of the guarantee is limited to £1 per member.

1.3 Going concern

The financial statements have been prepared on a going concern basis, which is dependent upon the availability of adequate continued funding. The nature of the company's funding is inherently uncertain and should grant funding be discontinued in the future years, the charity would have to find other sources of funding, or significantly curtail its activity.

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectations that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.4 Group financial statements

The consolidated financial statements comprise Black Training And Enterprise Group Limited (BTEG) , the charity, and its wholly owned subsidiary Black Training And Enterprise Group Limited (BTEG) . A separate Statement of Financial Activities and income and expenditure account for the charity has not been presented because the Charitable Company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

1.5 Reconciliation with previous Generally Accepted Accounting Practice

In preparing these accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 , for the first time, required the restatement of comparative items. There was no restatement of comparatives required.

BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2020 (continued)

1.6 Fund accounting

Unrestricted funds

Unrestricted funds are grants and other income received or generated for the objects of the charity without further specified purpose and are available as general funds.

General funds are available for use at the discretion of the trustees in the furtherance of the general objectives of the trust.

Designated funds represent unrestricted funds allocated by trustees for particular purposes.

Restricted funds

Restricted funds are funds to be used for specified purposes based on the conditions imposed by the donors.

All income and expenditure is shown in the Statement of Financial Activities.

1.7 Income

Income from grants and donations, including capital grants, is included in the Statement of Financial Activities when the charitable company is entitled to the funds, any performance conditions attached to the grants have been met and the amount can be measured with reasonable certainty. Income is deferred when the charitable company has to fulfil conditions before becoming entitled to it or where it is received for use in a future accounting period. The notes to the Statement of Financial Activities show the gross amount received together with the changes in the amount deferred. Deferred income is included in creditors.

Income from charitable trading activities is included in income in the period in which the activity takes place and includes income receivable for training, consultancy, conferences, commission and publication sales.

1.8 Resources expended

All expenditure is accounted for on an accruals basis and is recognised when there is a legal or constructive obligation to pay. Expenditure items have been classified under headings that aggregate all costs related to each category. Where costs cannot be directly attributed to particular activities, they have been allocated on the basis of staff time spent on each activity.

Staff costs and overhead expenses, including any support or governance costs, are allocated to activities on the basis of staff time spent on those activities.

Costs of raising funds are those costs arising from trading activities.

1.9 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation.

Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost less the estimated residual value over the expected life of each asset as follows:

Equipment - on a straight line basis over 1 to 3 years

FOR THE YEAR ENDED 31 MARCH 2020 (continued)

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020 (continued)

1.10 Pension costs

The company operates a money purchase (defined contribution) pension scheme. Contribution payable to this scheme are charged to the statement of financial activities in the period to which they relate. These contributions are invested separately from the company's assets.

1.11 Investments

Investments in subsidiary undertakings are recognised at cost.

1.12 Current assets

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.13 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less.

1.14 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts.

BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020 (continued)****2 Incoming resources**

	2020 £	2019 £
Restricted Funds		
Barrow Cadbury Trust	33,000	36,450
City Bridge Trust	55,000	27,500
Esmee Fairbairn Foundation	34,000	-
Greater London Authority - Young Londoners Fund	48,000	24,000
John Lyon's Charity	-	35,000
Joseph Rowntree Foundation	-	10,120
Lankelly Chase Foundation	-	30,000
Trust for London	50,000	50,000
Others	1,338	2,683
Grants received in advance	24,125	(44,683)
Total restricted Grants	245,463	171,070
Unrestricted Funds		
HM Prison & Probation Service	42,363	44,037
Joseph Rowntree Charitable Trust	36,664	36,664
Income from charitable activities	22,815	223
Others	10,000	12,370
	357,305	264,364
Activities for generating funds	71,206	56,331
Investment income: Bank interest	1,443	1,258
	429,954	321,953

Income is accounted for on a receivable basis. Where income is received in advance and the expenses may not have been incurred relevant to that income the excess income is carried forward and utilised in subsequent period or year.

The grants received from Barrow Cadbury Trust are reflected above. The grants were fully utilised during the year and the expenses are reflected under policy & influence in note 3 to the accounts.

BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2020 (continued)****3 Total resources expended**

	Projects & partnerships	Policy & influence	Poverty & Employment	Support costs	2020 Total	2019 Total
	£	£	£	£	£	£
Staff and external staff costs	145,125	55,436	72,293	42,819	315,673	280,280
Training and recruitment	4,867	975	60	47	5,949	659
Premises	9,108	4,989	8,839	5,585	28,521	22,582
Conference/seminar facilities	2,130	607	465	-	3,202	6,040
Communications	4,303	2,456	3,341	1,733	11,833	8,136
Payments to partners	34,184	-	16,000	-	50,184	34,985
Travelling and subsistence	3,988	951	302	590	5,831	5,509
Delivery and research costs	220	100	57	-	377	-
Audit and legal fees	655	291	581	393	1,920	1,920
Depreciation	311	-	200	-	511	-
	<u>204,891</u>	<u>65,805</u>	<u>102,138</u>	<u>51,167</u>	<u>424,001</u>	<u>360,111</u>

F Bola, a trustee, was paid £5,903 for work carried out for a project on behalf of the subsidiary of the charity which did not relate to her duties as a trustee.

BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020 (continued)****4 Net incoming resources before**

transfers This is stated after charging:

	2020	2019
	£	£
Directors emoluments	-	-
Depreciation	511	-
Operating leases - land and buildings	24,030	18,045
Auditors' remuneration		
Audit fee	1,920	1,920
	<u>1,920</u>	<u>1,920</u>

5 Staff costs

Staff costs during the period were as follows:

	2020	2019
	£	£
Salaries and wages	244,178	213,075
Social security costs	19,757	17,493
Other pension costs	18,205	10,928
	<u>282,140</u>	<u>241,496</u>

One employee earned, as defined for taxation purposes, £60,000 or more.

The average number of employees during the period, analysed by function was:

	2020	2019
	Number	Number
Direct charitable expenditure		
Chief officer	1	1
Others	7	6
Management and administration	1	1
	<u>9</u>	<u>8</u>

6 Pension costs**Money purchase (defined contribution) pension scheme**

The charity operates a money purchase (defined contribution) pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund.

The pension cost charge represents contributions payable by the company to the fund and amounted to £18,205 (2019 - £10,928).

BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2020 (continued)****7 Taxation**

As a registered charity under the Charities Act 2011, income from charitable activities is exempt in accordance with sections 466-493 of the Corporation Tax Act 2010.

8 Trustees' Remuneration and expenses

The trustees nor the directors received any remuneration during the period for acting as trustees. 1 trustee received remuneration for carrying out non trustee work as mentioned in note 3.

All the trustees and directors are entitled to have their expenses reimbursed. These expenses were reimbursed as follows:

	2020	2019
Travelling and subsistence expenses	<u>£200</u>	<u>£203</u>

9 Tangible fixed assets**Group and the charity**

	Furniture and equipment £
Cost	
At 1 April 2019	6,957
Additions	511
At 31 March 2020	<u>7,468</u>
Depreciation	
At 1 April 2019	6,956
Charge for the year	511
At 31 March 2020	<u>7,467</u>
Net book value	
At 31 March 2020	<u>1</u>
At 31 March 2019	<u>1</u>

BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020 (continued)****10 Net income from trading**

The charity has one trading wholly owned subsidiary, BTEG Limited, which is incorporated in the UK and registered in England, the accounts of which are audited and filed at Companies House. A summary of its financial position is given below.

Profit and loss account of BTEG Limited	2020	2019
	£	£
Turnover	71,206	56,331
Expenses	(70,417)	(41,610)
Covenanted payment to charity	(829)	(14,779)
	<u>(40)</u>	<u>(58)</u>
Interest receivable	40	58
(Profit on ordinary activities after taxation)	<u>-</u>	<u>-</u>
 Summarised balance sheet of BTEG Limited	 2020	 2019
	£	£
Current assets	15,779	12,891
Creditors: amounts falling due within one year	(3,298)	(410)
Net assets	<u>12,481</u>	<u>12,481</u>
 Called up share capital	 2	 2
Profit and loss account	12,479	12,479
	<u>12,481</u>	<u>12,481</u>

The charity's investment in BTEG Limited is two ordinary shares of £1 each, being the whole issued share capital of BTEG Limited.

BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2020 (continued)****11 Debtors**

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Trade debtors	2,350	124	-	-
Amount due from subsidiary undertaking	-	-	-	410
Other debtors	29,851	18,630	29,851	18,630
	<u>32,201</u>	<u>18,754</u>	<u>29,851</u>	<u>19,040</u>

12 Short term investments

This is a 90-day fixed interest rate deposit held with Nationwide.

13 Creditors - amounts falling due within one year

	Group		Charity	
	2020	2019	2020	2019
	£	£	£	£
Trade creditors	4,786	960	4,786	960
Amount due to subsidiary undertaking	-	-	2,148	-
Other creditors and deferred income	103,093	112,018	99,795	112,018
	<u>107,879</u>	<u>112,978</u>	<u>106,729</u>	<u>112,978</u>

14 Analysis of net assets between funds

	Unrestricted General	Restricted funds	Total funds
	£	£	£
Fixed assets	1	-	1
Current assets	241,446	148,887	390,333
Current liabilities	(14,411)	(93,468)	(107,879)
Total net assets	<u>227,036</u>	<u>55,419</u>	<u>282,455</u>

BLACK TRAINING AND ENTERPRISE GROUP LIMITED (BTEG)

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2020 (continued)****15 Statement of funds**

	Notes	Balance 31 March 2019 £	Incoming £	Outgoing £	Transfers £	Balance 31 March 2020 £
General funds		136,035	184,491	(174,643)	12,904	158,787
Designated funds		81,153	-	-	(12,904)	68,249
Restricted funds	a	59,314	245,463	(249,358)	-	55,418
Total funds	b	<u>276,502</u>	<u>429,954</u>	<u>(424,001)</u>	<u>-</u>	<u>282,455</u>

The balances will be carried forward and used as follows:

- a The balance will all be utilised in the forthcoming months to meet the delivery commitments made by the charity.
- b The balance will be used to continue the funding of the charity's mission.

Due to the short term nature of the funding that the charity receives the charity is building up a six month reserve, on grounds of prudence, to finance its activities during the time lag between existing grants expiring and new sources of funds being obtained and in the event of any unforeseen circumstances.

Designated funds are funds

Designated funds are unrestricted funds that have been set aside at the discretion of the trustees for following purposes.

	2020 £	2019 £
Service development and research fund	81,153	97,993
Transfers	(12,904)	(16,840)
	<u>68,249</u>	<u>81,153</u>

The charity wishes to continue its successful work in developing enterprise and employment Routes 2 Success and Equals projects. It is seeking funding to continue this work and has designated some of its reserves whilst obtaining this funding.

16 Commitments under operating leases

	2020	2019
Total commitments	<u>£7,056</u>	<u>£5,760</u>