

Charity number: 1087530
Company number: 04042215

One Awards
(A company limited by guarantee)
Trustees' report and financial statements
for the nine month period ended 31 July 2016

Chipchase Manners
Chartered Accountants and
Statutory Auditors
384 Linthorpe Road
Middlesbrough
TS5 6HA

SATURDAY



A61HGUTT

A22

04/03/2017

#227

COMPANIES HOUSE

One Awards

Contents

	Page
Legal and administrative information	1 - 2
Trustees' report	3 - 12
Auditors' report to the trustees	13 - 14
Statement of financial activities	15
Balance sheet	16
Notes to the financial statements	17 - 29

One Awards

Legal and administrative information

Charity number 1087530

Company registration number 04042215

Business address
1 Palmer Road
South West Industrial Estate
Peterlee
Co Durham
SR8 2HU

Registered office
1 Palmer Road
South West Industrial Estate
Peterlee
County Durham
SR8 2HU

Trustees The trustees are directors of the Company for the purpose of Company law. The trustees serving during the year and up to the date this report was approved:

David Hall	Chair
Nigel Harrett	Vice Chair
Heloise Allan	
Ann Burrell	Appointed 20 November 2015
Gary Cumiskey	Appointed 20 November 2015
Lesley Griffin	
Nigel Hardy	
Alaine McCartney	
Gillian Shiel	
Peter Stonell	
Leslie Woodward	Appointed 10 June 2016
Christopher White	Appointed 20 November 2015
Harry Cunningham	Resigned 10 March 2016
Marie Rooney	Resigned 10 June 2016
Bernadette Wallis	Resigned 10 June 2016

Senior Management
Louise Morritt - Chief Executive - Resigned 31st August 2016.
Linden Cook - Deputy Chief Executive/Company Secretary - Appointed Acting Chief Executive from 1st September 2016.
Neale Coleman - Director of Sales and Marketing - Appointed Acting Deputy Chief Executive from 1st September 2016.

One Awards

Legal and administrative information

Auditors	Chipchase Manners 384 Linthorpe Road Middlesbrough TS5 6HA
Bankers	Yorkshire Bank Plc 7 Linthorpe Road Middlesbrough TS1 1RF
Solicitors	Sintons Law The Cube Barrack Road Newcastle Upon Tyne NE4 6DB

One Awards

Report of the trustees (incorporating the directors' report) for the period ended 31 July 2016

The trustees present their report and the financial statements for the period ended 31 July 2016. The trustees, who are also directors of One Awards for the purposes of company law and who served during the period and up to the date of this report are set out on page 1 - 2.

Mission

One Awards supports learning and widens opportunity by recognising achievement through credit based courses and qualifications.

Structure, governance and management

One Awards is based in Peterlee, County Durham and is a charitable company limited by guarantee, established under a Memorandum of Association which lays out the objects and powers of the charitable company and is governed under its Articles of Association.

Established as TROCN as a Department of Teesside University, in 1994, the organisation became an independent company limited by guarantee and a charity in 2000. Following merger and expansion in 2005 TROCN became OCN North East Region and in 2014, following a period of growth nationally, changed its name to One Awards.

One Awards is a licensed Access Validating Agency (AVA) through the Quality Assurance Agency for Higher Education (QAA), and also delivers services on behalf of NOCN, a leading UK Awarding and Apprenticeship Assessment Organisation.

The AVA License with QAA and Service Agreement with NOCN enables us to offer the popular and sometimes life changing Access to HE Diploma and a wide range of almost 400 national Qualifications and Apprenticeships alongside our One Awards accredited units. NOCN qualifications are designed to be flexible and responsive to learner needs and the Apprenticeships provide individuals with a real opportunity for a fulfilling career. With over 22 years' experience of quality assurance and accreditation we also offer learning providers and employers a Quality Mark service which recognises high quality training and development activities.

Providing such a selection of quality assurance and accreditation services enables us to meet our charitable objectives of advancing education, learning and training and to meet the diverse needs of a wide range of learning providers and employers.

One Awards is a membership charity and at the date of this report, the total number of members was 179. The liability of the members is limited to £1. Membership is open to all recognised centres and to organisations with a strategic interest in supporting One Awards, such as Universities, Employers and representative bodies. A small number of centres choose to become recognised centres without membership each year and in 2015-16 the total number was seven.

Nine new organisations joined in the reporting period with 34 organisations withdrawing or having their centre recognition withdrawn by One Awards. As in previous years, the majority of withdrawn centres are small and their reason for withdrawal is due to changes in funding. We have continued with our policy of removing recognition from those centres that have not run accredited provision for 12 months or more. This meets our aim of ensuring resources are targeted at centres using our products and services and supports smaller centres as they are not charged unnecessary membership and recognition fees.

One Awards is governed by its Board of Trustees which is drawn from its members and other organisations with an interest in furthering the Charity's aims. The Board of Trustees consists of a minimum of nine members. The Board may elect any number of trustees from the membership and can co-opt up to seven trustees with relevant skills and expertise and may remove such co-opted trustees at any time by a majority decision of the board.

One Awards

Report of the trustees (incorporating the directors' report) for the period ended 31 July 2016

Members nominate individuals for election on an annual basis and the Board approves new trustees through a rigorous selection process which is focussed on matching skills and knowledge to the needs of the charity. As well as experience of management and strategic planning, trustees are required to have relevant sector and geographical knowledge enabling them to contribute effectively to our charitable and strategic objectives. All appointments are notified to the members at the Annual General Meeting and profiles of trustees are available on the One Awards website.

Four new trustees joined the Board in November 2015 and June 2016 with the appointments of Ann Burrell, Director of Human Resources and Education at North Tees and Hartlepool NHS Foundation Trust, Gary Cumiskey, Deputy Principal/Chief Executive at Middlesbrough College, Christopher White, Finance Director at Darlington Building Society and Les Woodward, Head of Client Services at Home Group. The Board were delighted to welcome the new trustees and have been grateful for their contributions to the charity's business and financial strategies throughout the year. All new trustees have built relationships with key members of staff and provided useful insights into their own sectors practices which have in turn informed our products and services in year.

Induction is provided for all new trustees by the Company Secretary and a budget is set aside each year to enable ongoing training and development activities. Specialists are invited to meetings to provide advice and guidance on matters such as legal, pension or regulatory requirements, whenever necessary.

The Board meets a minimum of four times a year with an additional meeting dedicated to strategic and business planning. The Board delegates relevant activities to its standing committees but retains overall responsibility for strategic matters. Standing committees cover Access to HE, Strategy and Resources and Audit. The Audit Committee has undertaken a significant amount of work since it was set up in February 2015 providing the charity with assurances on its financial operations. These include continued use of the Internal Financial Control for Charities Checklist as a tool for monitoring internal financial procedures, enhancements to the process for monitoring the performance of the external auditors, a new policy for external auditor review and tendering, and oversight of the way in which the charity's risk register is operated,

All standing committees are chaired by a member of the Board and include at least one other trustee as a member. The remaining committee members are drawn from the membership and other organisations with an interest in our Charity or with relevant expertise. This ensures that decisions on strategy, policy and procedure are informed by those who benefit from and use them. Task and Finish Groups have continued to take place when required, engaging more trustees with the work of the charity but also developing relationships between trustees and staff. Board attendance has decreased from 71% to 56% in the period. Where trustees have been unable to attend a meeting, the Chief Executive and Deputy Chief Executive have arranged to brief them on discussions in order to ensure they are kept up to date with the charity's activities. The Board continues to keep its governance arrangements under review and has adopted the Hallmarks of an Effective Charity as a framework for self evaluation.

Trustees have signed up to and act within the principles of the One Awards Governance Code of Conduct. A standing agenda item, enabling trustees and committee members to declare any relevant interests, is included at each Board and Committee meeting. A minimum attendance, of 50%, for all Board and Committee meetings was agreed in 2014 and attendance at Committee meetings for 2015-16 is 69% overall. All meetings have taken place as planned enabling effective decision making throughout the year.

One Awards

Report of the trustees (incorporating the directors' report) for the period ended 31 July 2016

In May 2016 a decision was taken to change the financial year end from 31st October to 31st July and the reasons for this decision are included within the financial review section of this report. While the change required some modifications to our governance calendar and reporting processes this was otherwise implemented in a smooth manner. The audit was completed without any issues being raised and no management letter was given. The Finance Team are to be congratulated in the way in which they facilitated this change with no outstanding issues.

The Board of Trustees and Senior Management Team have in place a robust risk management process which enables them to review the major risks to which the charity is exposed. While the Board acknowledges the difficulty of absolute mitigation, the causes, implications and control measures are identified for each of the risks the charity faces. The risks are contained within a central register and changes reported at each Board meeting. Where risks are relevant to regulatory or statutory requirements these are closely monitored through the committees.

One Awards employs a full-time Chief Executive, Louise Morritt, who is responsible for the leadership and management of the organisation, progressing strategic aims, and ensuring delivery of the objectives contained within the annual Business Plan. The Chief Executive was supported in the year by two senior managers; the Deputy Chief Executive, Linden Cook, who also undertakes the role of Company Secretary, and the Director of Sales and Marketing, Neale Coleman. The Charity is also fortunate to have an experienced and long-serving Management Team covering key business areas of Operations, Finance, Quality Assurance, and Access to HE. The Board is responsible for reviewing the performance of the Chief Executive and for setting the pay of Senior Managers.

In August 2016, Louise Morritt took the decision to resign from her post as Chief Executive to take a career break. This follows six years of dedicated service to the charity, leading the organisation through a rebrand from OCN North East Region to One Awards, negotiating a service agreement with NOCN, a significant strategic partner, and establishing strong links with key providers and organisations. The Board agreed to appoint Linden Cook, Deputy Chief Executive, as Acting Chief Executive for an interim period of six months from 1st September, pending an agreed process to recruit to the position on a permanent basis.

At the publication of this report, One Awards employed 24 permanent staff based at our offices in Peterlee, Co Durham. In addition to our permanent staff base, we contracted with 39 casual workers who work remotely and undertake the critical roles of external verification and moderation. The flexible nature of our staffing model enables us to attract and retain individuals with up to date skills and knowledge, necessary to meet regulatory requirements and to quality assure our wide range of products and services.

The Board of Trustees and Senior Management Team have in place a robust risk management process which enables them to review the major risks to which the charity is exposed. While the Board acknowledges the difficulty of absolute mitigation, causes, implications and control measures are identified for each of the risks the charity faces. The risks are contained within a central register and changes reported at each Board meeting and, where relevant to regulatory or statutory requirements, are closely monitored through the committees.

One Awards

Report of the trustees (incorporating the directors' report) for the period ended 31 July 2016

Objectives and activities

One Awards charitable objects are the advancement of the education, learning and training of the public. In exercising our duties, the trustees have had due regard to the Charity Commission's guidance on public benefit for the advancement of education and have outlined the significant activities undertaken in order to carry out the Charity's aims within this report.

At the heart of everyone who works and contributes to One Awards remains a deep-seated, unquenchable passion to make a real difference to the lives of adult learners. The learners passing through our network of member organisations remind us every day of the lasting legacy we all play a part in creating. Furthermore, it reminds us that what we do is so valuable and so necessary.

Delivering our vision over the years has only been made possible by the outstanding dedication and commitment of staff, trustees, committee members and innumerable partners who have helped along the way. At the end of the day it is the quality of the people who ultimately reflect the quality of an organisation. It is something of which we can all be extremely proud.

2015-16 was expected to be a challenging year with a changing education landscape and the continuing vagaries of funding for adult learners. Our charity's objectives and activities continue to be aligned to our passion to make a real difference to the lives of adult learners and to keep this at the forefront of all we do therefore these were both directive and flexible to enable us to adapt as circumstances changed. The scope of our offer continues to be broad and, by providing services across many sectors, we aimed to mitigate against some of the changes and use others to our advantage.

The One Awards 2013-16 strategic plan sets out the Board of Trustees and Senior Management's vision and reflects our desire to invest in and grow the business into a first choice accreditation service valued by our customers for high quality customer service and products. The objectives for 2015-16 were agreed as:

- * Increase revenue across all products and services
- * Rationalise and improve the bank of accredited units
- * Research, develop and publish electronic resources which underpin effective delivery of Access to HE Diplomas, Qualifications and Units
- * Develop our quality assurance models ensuring these remain rigorous, fit for purpose and provide value
- * Develop our people, promoting our values and encouraging behaviours that enable everyone to reach their potential
- * Retain our existing customer base and attract new customers through delivering excellent customer service and a positive experience with every interaction

One Awards

Report of the trustees (incorporating the directors' report) for the period ended 31 July 2016

Achievements and performance

While we did not achieve our main objective of growth, our performance and achievements were significant and reflect the hard work and determination of our skilled staff team, moderators and external verifiers.

In November 2015 NOCN carried out a survey across all One Awards centres recognised to deliver NOCN Qualification and we were delighted with the results. These showed that 94% of customers rated us as excellent or good; an increase of 6% on the previous year. A further survey, undertaken by ourselves and across all recognised centres found that 95% of customers would recommend us to a colleague; an increase of 1% on the previous year.

The Centre Support team continues to work to a high standard issuing 98% of all certificates within 3-4 working days of receipt of correctly completed and verified results. In the NOCN customer service survey 96% of customers said that they were satisfied or very satisfied with our learner registration and certification services; an increase of 3% on the previous year.

Access to HE Diploma certificates were produced in an average of one working day, a further improvement on last year and meaning that Universities could access student results from our Regional Results Service on the day they were verified. In addition we were delighted to receive positive feedback and thanks from UCAS about the success of their national results service as, due to all AVAs meeting or exceeding their deadlines, they were able to publish results for Access to HE students one day earlier than planned. In February 2016 a customer survey was issued to all Access to HE centres and feedback from this confirmed that they found our customers service and support to be of a very high standard.

Celebrating achievement is important to us and each year we are delighted to host and attend many award ceremonies. In March 2016 we held our AVA 20th Anniversary event at the Sage, Gateshead. We were delighted to have as speakers John Widdowson CBE, President of the Association of Colleges and Principal and Chief Executive at New College Durham, Dan Reed a former Access to HE Student and David Hughes, CEO of The Learning and Work Institute. All three spoke about the importance of the Access to HE Diploma and how this 'educational product' has touched many hundreds of thousands of individual lives - both within our own region and throughout the length and breadth of the country. The event put learners and educators involved with Access to HE at the heart of the proceedings with 25 individuals and groups receiving awards for outstanding achievement.

In May 2016 we were thrilled to become one of the first businesses in the North East region to achieve Investors in People Silver with a new version of the Standard. At the time we were one of only 350 organisations across the country to be accredited against the IIP Sixth Generation Framework, launched in 2015. This meant we were part of an elite 11 percent of UK businesses overall to be awarded silver accreditation. IiP is the international standard for people management, defining what it takes to lead, support and manage people effectively to achieve sustainable results. The Investors in People framework reflects the latest workplace trends, essential skills and effective structures required to outperform in any industry and this enables us to benchmark our people management practices against a recognised standard.

Our 2016 AGM included a consultation event to inform improvements to our products and services and helped to shape our objectives for 2016-17. Suggestions and issues raised through the workshops were reviewed and where these were directly related to our services were published in a 'You said We did' response on our website.

One Awards has been an NOCN recognised centre for three years and this enables us to deliver national Qualifications in Internal Quality Assurance and Assessment to staff in recognised centres. This service provides tutors and trainers with support to build capacity and improve practice within their organisations and to benchmark with other deliverers. Feedback through external verification has provided evidence that the improvement in practice can help reduce the number of quality interventions required by One Awards.

One Awards

Report of the trustees (incorporating the directors' report) for the period ended 31 July 2016

In addition to the highlights provided above, outcomes from the 2015-16 objectives also included:

- * Confirmation from the Quality Assurance Agency, (QAA), regulator for Access to HE Diplomas, that our risk level was maintained at low for the third successive year and recognising our continued high standards
- * 7 new Access to HE Diplomas developed and approved increasing our offer to 101 Diplomas
- * Effective engagement with Universities in the development and review of our Access to HE Diplomas ensuring these remain fit for purpose for entry to HE
- * Engagement with QAA national meetings on the review of AVA licence criteria and associated regulation and monitoring ensuring we are informed and able to adjust to any changes implemented
- * Continued reduction in the number of quality interventions required due to Access to HE Quality Model and supportive Centre Guidance and Information programme for all deliverers of accredited provision
- * Improvements in grade profile analysis by Access to HE Diploma centres using One Awards trackers
- * 30 Awards presented to learners, tutors and centres by One Awards
- * 10 external award ceremonies attended or sponsored by One Awards
- * 28 individuals from recognised centres achieving national qualifications in Internal Quality Assurance or Assessment through One Awards
- * 546 participants from recognised centres and members at our information, guidance and standardisation events
- * Sustained levels of regional and national press and media coverage
- * Twitter followers increased from 265 to 399 with 150 tweets posted by One Awards
- * Implementation of a streamlined process for approving providers for existing Access to HE Diplomas without the need for a panel and an enhanced application process for providers to apply for approval for new diplomas
- * Extensive development and publication of resources to support the Access to HE Diploma with evidence of significant utilisation of these within recognised centres
- * New templates and guidance for moderation reporting enhancing the support package for Moderators

One Awards

Report of the trustees (incorporating the directors' report) for the period ended 31 July 2016

Financial review

The operating outturn for the period was a deficit of £22,974 which is a significant improvement of £436,224 on the previous years. The restructure in the previous year, although difficult at the time, enabled the charity to streamline costs and still meet the challenges it faced and has thus generated a more positive outcome for the period.

During 2016 the Board of Trustees made the decision to change the charity's financial year end to 31 July. Therefore, these accounts represent nine months of the charity's trading and make it difficult to compare like with like and comment on variances. The decision enabled us to align our financial year with our partner, NOCN, and enable closer working between the two organisations and also to align our financial activities with the majority of the charity's members. The decision was made in May 2016 which gave the charity a short window to achieve all the changes required however these were achieved with no impact on reporting and internal quality systems.

The charity has adopted FRS102 when preparing these accounts. This became mandatory for all accounting periods beginning on or after 1st January 2015. The prior year, October 2015, has been restated to reflect the FRS102 and the impact on the accounts and is set out in note 17.

Despite the many developments outlined earlier in the Trustees Report and the positive feedback from customers, funding cuts across our recognised centres and members saw our income reduce for the third year in a row. Although income from our Access to HE provision was less affected there was a 20% reduction in the use of NOCN Qualifications and Units impacting significantly on our overall income.

The market in which we operate remains difficult. The majority of the sectors the charity engages with continue to be affected by the turmoil within the education sector as a result of government cuts, changes to qualification funding and other external pressures.

Learner registrations across some areas of the charity's provision are in decline however there are key business strategies in place to address this. An area which is showing substantial growth is Access to HE provision. The income in this area has grown by 22% and has minimised the impact of the falloff within other areas. The increased income within Access is a result of a rise in learner registrations of 15% and a fee increase implemented this year.

One Awards

Report of the trustees (incorporating the directors' report) for the period ended 31 July 2016

The results of the FRS102 valuation (LGPS funded benefits) were challenging. Under the FRS102 (previously FRS17) there has been a material increase in the pension expense due to the method by which interest on assets are recognised, but also market conditions at 31st July 2016 have caused significant increases to the reported balance sheet position. These challenges have resulted in an increase to the liability of £426,882 which presents a total pension liability on the balance sheet of £976,882, taking the charity into a negative reserves position of £456,523. In order to respond to this event the Board requested that a financial recovery plan was developed which detailed how the charity will reverse this position over time without hindering One Awards ability to meet its mission and strategic objectives.

Although FRS102 is a substantial liability on the Balance Sheet it remains notional as the cost would not become payable unless certain scenarios develop. One of these would be for the charity to cease trading and as the charity has no plans to do so the liability will remain on the balance sheet until the next valuation. The reserves policy has been reviewed during the period with the Board agreeing at that time, excluding the pension liability, that the reserves are sufficient. Subsequent to the receipt of the FRS102 valuation the reserves policy will undergo further review in line with the agreed financial recovery plan.

Our fees and charges have undergone an annual review and, acknowledging the pressures our recognised centres and members are facing, the Board agreed that these should be held at 2015 rates. Investments have been reviewed in line with the agreed policy and a decision was taken to close the low risk savings account in order to consolidate the cash flow position of the charity.

The past three years have been challenging for both the charity and the market in which we operate. Costs have been managed over the period to ensure maximum cost benefit for the organisation. The changes made to the staffing structure in the previous year and subsequent savings in expenditure have contributed along with the business strategies to the charity ending the current financial period in a relatively positive position, moving from a £459,000 deficit in the previous year to a £22,974 deficit in this period. The charity's ability to identify trends and adjust accordingly in a timely manner means that it can react and put strategies in place to ensure the continued viability of the organisation. Although the FRS102 has created concerns the responsive way in which the charity as a whole has dealt with the issue has meant that plans have been put into place in mitigation and to provide assurance to our internal and external stakeholders.

One Awards

Report of the trustees (incorporating the directors' report) for the period ended 31 July 2016

Plans for future periods

Our mission remains at the heart of our business strategies and is built upon a driver to maintain a flexible and adaptive organisation which can effectively respond to the needs of our recognised centres and members. This is undertaken within the context of rigorous quality assurance, upholding of standards and the continued delivery of responsive and valued customer support.

The decline in income this year has not changed this driver though it has impacted upon our ability to grow within the time period originally stated. Our driver of growth has been adjusted to one of diversification acknowledging the challenges within the external market and the changing landscape for apprenticeships and qualifications.

The specific objectives within the 2016-17 Business Plan are to:

- * Diversify our business through increasing use of NOCN apprenticeships and Qualifications, the Access to HE Diploma and One Awards Units
- * Retain our existing customer base and attract new customers through delivering excellent customer service and support
- * Develop our people, recognising and rewarding high performance in team working and the delivery of excellent customer service
- * Ensure the highest standards in the award of the Access to HE Diploma and champion this route in to higher education
- * Deliver rigorous quality assurance which safeguards standards through evidence based monitoring and impact reporting
- * Ensure high levels of governance, compliance and financial control benchmarked against national standards of excellence

While our sector continues to experience many changes and challenges we will continue to work with our recognised centres and members to ensure we are in tune with their needs and are able to adapt and respond to these as necessary. Our partnership with NOCN continues to strengthen and enables our two organisations to meet the challenges together with our complementary products and services and committed people.

We are, and will continue to be, resilient to ensure that our passion to make a real difference to the lives of adult learners is at the forefront of all we do.

Statement as to disclosure of information to auditors

In so far as the trustees are aware:

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

One Awards

Report of the trustees (incorporating the directors' report) for the period ended 31 July 2016

Statement of trustees' responsibilities

The trustees (who are also directors of One Awards for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditors

Chipchase Manners were appointed auditors to the charitable company and are deemed to be reappointed in accordance with Section 487(2) of the Companies Act 2006.

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

On behalf of the board



D Hall
Chair

One Awards

Independent auditor's report to the trustees of One Awards

We have audited the financial statements of One Awards for the period ended 31 July 2016 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. These financial statements have been prepared under the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2016. Our audit work has been undertaken so that we might state to the 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 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 trustees and auditors

The trustees' (who are also directors for the purposes of company law) responsibilities for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 2006, and whether the information given in the Trustees' Annual Report is not consistent with the financial statements. We also report to you if, in our opinion, the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and other transactions is not disclosed.

We read other information contained in the Annual Report, and consider whether it is consistent with the audited financial statements. This other information comprises only the Trustees' Annual Report. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

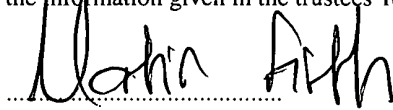
We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

One Awards

Opinion

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, of the state of the charity's affairs as at 31 July 2016 and of its incoming resources and application of resources, including its income and expenditure, for the period then ended and have been properly prepared in accordance with the Companies Act 2006; and
- the information given in the trustees' report is consistent with the financial statements.



.....
Martin Firth BA(Hons) FCA

**For and on behalf of Chipchase Manners
Chartered Accountants and
Registered Auditors
9 December 2016**

**384 Linthorpe Road
Middlesbrough
TS5 6HA**

One Awards

Statement of financial activities (incorporating the income and expenditure account)

For the period ended 31 July 2016

		Unrestricted funds £	Period ended 31/07/16 Total £	Year ended 31/10/15 Total £
	Notes			
Incoming resources				
Incoming resources from generating funds:				
Accreditation income	2	1,068,580	1,068,580	1,293,227
Investment income	3	1,086	1,086	3,537
Total incoming resources		<u>1,069,666</u>	<u>1,069,666</u>	<u>1,296,764</u>
Resources expended				
Charitable activities costs	4	1,094,611	1,094,611	1,810,360
Governance costs	6	18,911	18,911	23,602
Total resources expended		<u>1,113,522</u>	<u>1,113,522</u>	<u>1,833,962</u>
Net incoming/(outgoing) resources before before other recognised gains and losses		(43,856)	(43,856)	(537,198)
Other recognised gains and losses				
Actuarial (losses)/gains on defined benefit pension scheme	19	(406,000)	(406,000)	387,000
Net movement in funds		(449,856)	(449,856)	(150,198)
Total funds brought forward		(6,667)	(6,667)	143,531
Total funds carried forward		<u>(456,523)</u>	<u>(456,523)</u>	<u>(6,667)</u>

The notes on pages 17 to 29 form an integral part of these financial statements.

One Awards

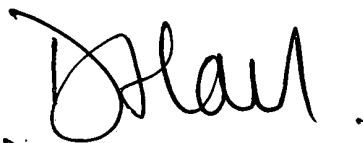
Balance sheet as at 31 July 2016

	Notes	31/07/16		31/10/15	
		£	£	£	£
Fixed assets					
Tangible assets	10		31,425		42,110
Current assets					
Debtors	11	233,711		267,155	
Cash at bank and in hand		338,041		324,461	
		<u>571,752</u>		<u>591,616</u>	
Creditors: amounts falling due within one year	12	<u>(82,818)</u>		<u>(90,393)</u>	
Net current assets			<u>488,934</u>		<u>501,223</u>
Net assets excluding pension liability			520,359		543,333
Pension liability	19		<u>(976,882)</u>		<u>(550,000)</u>
Deficiency of assets			<u>(456,523)</u>		<u>(6,667)</u>
Funds					
Unrestricted income funds	13-14		(456,523)		(6,667)
Total funds			<u>(456,523)</u>		<u>(6,667)</u>

The financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the board on 9 December 2016 and signed on its behalf by

D Hall
Chair



P Stonell
Trustee



The notes on pages 17 to 29 form an integral part of these financial statements.

One Awards

Notes to financial statements for the period ended 31 July 2016

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period and the preceding period.

1.1. Basis of accounting

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015), and the requirements of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015) (SORP 2015).

1.2. Cashflow

The charity has taken advantage of the available exemption from the requirement to produce a cashflow statement because it is a small charity.

1.3. Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

1.4. Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

1.5. Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Fixtures, fittings and equipment	-	Straight line over 3-5 years
Furniture	-	Straight line over 10 years

One Awards

Notes to financial statements for the period ended 31 July 2016

1.6. Defined benefit pension schemes

The charity operates a defined benefit pension scheme for the benefit of its employees.

Current service costs, past service costs and gains and losses on settlements and curtailments are charged to appropriate resources expended categories in the statement of financial activities.

The interest cost and the expected return on assets are shown as a net amount as other finance costs or income. Net pension finance costs are allocated to appropriate resources expended categories in the statement of financial activities. Net pension finance income is recognised as an incoming resource in the statement of financial activities. Actuarial gains and losses are recognised immediately as other recognised gains and losses in the statement of financial activities.

Pension scheme assets are valued at fair value at the balance sheet date. Fair value is based on market price information and in the case of quoted securities is the published bid price. Pension scheme liabilities are measured on an actuarial basis using the projected unit method and are discounted to their present value using a rate equivalent to the current rate of return on a high quality corporate bond of equivalent currency and term to the scheme liabilities. The pension scheme deficit is recognised in full on the balance sheet, net of related deferred tax.

A full actuarial evaluation is carried out by a professionally qualified actuary annually.

In addition to the above the charity also offers its employees an alternative in the form of a NEST pension as set up by the UK Government.

1.7. Operating leases

Costs arising under operating leases are charged to the SOFA in the period to which they relate.

1.8. Going concern

The accounts have been prepared on the going concern basis as described on Note 18 in these accounts.

2. Accreditation income

	Unrestricted £	Period ended 31/07/16 £	Year ended 31/10/15 £
Membership fees	34,272	34,272	37,571
Access registration	365,090	365,090	298,832
Centre approval	119,218	119,218	123,226
Intended credit achievement	513,579	513,579	790,937
Other income	36,421	36,421	42,661
	<u>1,068,580</u>	<u>1,068,580</u>	<u>1,293,227</u>

One Awards

Notes to financial statements for the period ended 31 July 2016

3. Investment income

	Unrestricted funds £	Period ended 31/07/16 Total £	Year ended 31/10/15 Total £
Bank interest receivable	1,086	1,086	3,537
	<u>1,086</u>	<u>1,086</u>	<u>3,537</u>

4. Charitable activities costs - by fund type

	Unrestricted funds £	Period ended 31/07/16 Total £	Year ended 31/10/15 Total £
Supporting learning through supply of credit based courses and qualifications	1,094,611	1,094,611	1,810,360
	<u>1,094,611</u>	<u>1,094,611</u>	<u>1,810,360</u>

One Awards

Notes to financial statements for the period ended 31 July 2016

5. Charitable activities costs - by activity

	Period ended 31/07/16 Total £	Year ended 31/10/15 Total £
Staff costs	588,672	949,926
Pension - service costs:		
Current	82,000	146,280
Pension - net finance costs	14,000	31,000
Recruitment	-	7,853
Training	9,336	19,291
Quality Assurance fees & Expenses	103,321	158,723
Travel	16,480	21,631
NOCN	60,833	120,000
Overheads	116,802	169,168
AVA expenses	8,773	12,089
Advertising & marketing	18,135	53,952
Legal and professional fees	14,022	21,686
Depreciation	15,094	19,393
ICT Projects, consumables and maintenance	47,015	79,119
Bank charges	128	249
	<u>1,094,611</u>	<u>1,810,360</u>

6. Governance costs

	Unrestricted funds £	Period ended 31/07/16 Total £	Year ended 31/10/15 Total £
Staff costs - Wages & salaries	9,900	9,900	12,724
Professional - Legal fees	6,625	6,625	7,490
AGM, Committee & trustee expenses	2,386	2,386	3,388
	<u>18,911</u>	<u>18,911</u>	<u>23,602</u>

7. Net outgoing resources for the period

	Period ended 31/07/16 £	Year ended 31/10/15 £
Net outgoing resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	14,718	18,297
Auditors' remuneration	<u>5,500</u>	<u>5,500</u>

One Awards

Notes to financial statements for the period ended 31 July 2016

8. Employees

Employment costs	Period ended 31/07/16 £	Year ended 31/10/15 £
Wages and salaries	550,656	817,399
Social security costs	47,916	62,737
Pension costs	82,000	146,280
Other staff costs	-	82,514
Quality Assurance staff	122,181	134,073
Contract for service staff	-	8,024
Recruitment expenses	-	7,853
	<u>802,753</u>	<u>1,258,880</u>

Other pension costs above represents the total operating charge included in resources expended in the statement of financial activities and does not include amounts included in other finance income and other recognised gains and losses.

Number of employees

The number of employees (including the trustees) who earned more than £60,000 during the year was as follows:

	Period ended 31/07/16 Number	Year ended 31/10/15 Number
£60,001 to £70,000	1	-
£70,001 to £80,000	-	1
	<u>-</u>	<u>1</u>

The average monthly numbers of employees (including the trustees) during the period, calculated on the basis of full time equivalents, was as follows:

	Period ended 31/07/16 Number	Year ended 31/10/15 Number
Permanent staff	25	29
Quality Assurance (Casual)	39	37
	<u>64</u>	<u>66</u>

No remuneration was paid to Trustees (2015: Nil). Expenses were paid to 11 Trustees totalling £886 (2015: £1,334).

One Awards

Notes to financial statements for the period ended 31 July 2016

9. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act. Accordingly, there is no taxation charge in these accounts.

10. Tangible fixed assets

	Equipment £	Furniture £	Total £
Cost			
At 1 November 2015	78,525	67,221	145,746
Additions	4,437	-	4,437
Disposals	(11,554)	-	(11,554)
At 31 July 2016	<u>71,408</u>	<u>67,221</u>	<u>138,629</u>
Depreciation			
At 1 November 2015	53,654	49,982	103,636
Charge for the period	11,631	3,087	14,718
On disposals	(11,150)	-	(11,150)
At 31 July 2016	<u>54,135</u>	<u>53,069</u>	<u>107,204</u>
Net book values			
At 31 July 2016	<u>17,273</u>	<u>14,152</u>	<u>31,425</u>
At 31 October 2015	<u>24,871</u>	<u>17,239</u>	<u>42,110</u>

11. Debtors

	31/07/16 £	31/10/15 £
Trade debtors	178,416	118,915
Prepayments and accrued income	55,295	148,240
	<u>233,711</u>	<u>267,155</u>

One Awards

Notes to financial statements for the period ended 31 July 2016

12. Creditors: amounts falling due within one year

	31/07/16	31/10/15
	£	£
Trade creditors	5,756	21,910
Other taxes and social security	23,614	17,018
Other creditors	11,653	14,077
Accruals and deferred income	41,795	37,388
	<u>82,818</u>	<u>90,393</u>

13. Analysis of net assets between funds

	Unrestricted funds	Total funds
	£	£
Fund balances at 31 July 2016 as represented by:		
Tangible fixed assets	31,425	31,425
Current assets	571,752	571,752
Current liabilities	(82,818)	(82,818)
Defined benefit pension asset	(976,882)	(976,882)
	<u>(456,523)</u>	<u>(456,523)</u>

14. Unrestricted funds

	At 1 November 2015	Incoming resources	Outgoing resources	Gains and losses	At 31 July 2016
	£	£	£	£	£
Unrestricted Fund	543,333	1,069,666	(1,092,640)	-	520,359
Pension Fund	(550,000)	75,118	(96,000)	(406,000)	(976,882)
	<u>(6,667)</u>	<u>1,144,784</u>	<u>(1,188,640)</u>	<u>(406,000)</u>	<u>(456,523)</u>

15. Financial commitments

At 31 July 2016 the company had annual commitments under non-cancellable operating leases as follows:

	31/07/16	31/10/15
	£	£
Expiry date:		
Between one and five years	<u>94,368</u>	<u>93,521</u>

One Awards

Notes to financial statements for the period ended 31 July 2016

16. Related party transactions

The company operates under a licence from NOCN which allows the company to operate an accreditation service for educational organisations. NOCN is subject to regulation by the Office of Qualifications and Examinations Regulation (OFQUAL).

The company has paid licence fees totalling £60,833 (2015: £120,000) to NOCN as well as other charges totalling £1,939 (2015: £11,755).

At the year-end Nil (2015: £221) was owed to NOCN.

During the period One Awards paid rent on their business premises totalling £68,400 (2015: £91,200) and utility and service charges totalling £17,194 (2015: £22,927) to Harluk Associates LLP, a partnership in which Mr N Hardy (Trustee) is a member.

17. Prior year adjustments/Transition to new reporting standards

New reporting standards (FRS 102/SORP 2015) have resulted in a restatement of comparative figures for the year ended 31 October 2015. Please see below:

Reconciliation of surplus/deficit for the year

	Year ended 31 October 2015		
	As previously stated £	Effect of Transition £	As restated £
Total incoming resources	1,296,764	-	1,296,764
Total resources expended	1,762,962	71,000	1,833,962
Actuarial (losses)/gains on defined benefit pension scheme	316,000	71,000	387,000
Net movement in funds	<u>(150,198)</u>	<u>-</u>	<u>(150,198)</u>

One Awards

Notes to financial statements for the period ended 31 July 2016

18. Going concern

The accounts are prepared on the going concern basis after assurances were obtained from the board of trustees with regards to the future plans and policies in relation to managing the impact of the defined benefit pension scheme liability as at 31 July 2016 and in the future.

The FRS102 disclosures regarding defined benefit pension schemes are based on a set of assumptions which are affected by external pressures. These greatly affect the outcome of the valuation on an annual basis. It is acknowledged that the liability can fluctuate drastically from one year to the next resulting in volatility around the Balance Sheet reserves.

The company's pension scheme will continue to have the support of the Teesside Pension Fund, with assurances that the liability does not becoming payable unless certain criteria are triggered. The liability until such a situation arises will remain on the balance sheet and will therefore not impact on the day to day operation of the charity.

19. Pension funding

Employees of this organisation may participate in the Teesside Pension Fund (part of the Local Government Pension Scheme). This is a defined benefit statutory scheme. The fund is administered by Middlesbrough Borough Council in accordance with the Local Government Pension Scheme Regulations 2007-08. The following disclosures are in accordance with the applicable Financial Reporting Standards.

The main assumptions used by the actuary were:

	31 July 2016 %	31 October 2015 %	31 October 2014 %
Rate of increase in salaries	1.50	2.00	3.70
Rate of increase in pensions in payment	1.50	2.00	2.20
Discount rate	2.40	3.80	3.80
Inflation assumption	1.50	2.00	2.20

Life expectancy at 65 (years):

Retiring today	- males	23.1	23.0	22.9
	- females	25.3	25.5	25.4
Retiring in 20 years	- males	25.6	25.2	25.1
	- females	28.0	27.8	27.7

One Awards

Notes to financial statements for the period ended 31 July 2016

The fair value of the scheme assets and the expected rate of return, the present value of the scheme liabilities and the resulting deficit are:

	31 July 2016 £	31 October 2015 £	31 October 2014 £
Equities	2,392,000	1,990,000	1,902,000
Bonds	65,000	80,000	146,000
Property	217,000	150,000	125,000
Other	142,118	198,000	198,000
Total market value of assets	2,816,118	2,418,000	2,371,000
Present value of scheme liabilities	(3,793,000)	(2,968,000)	(3,176,000)
Deficit in the scheme	(976,882)	(550,000)	(805,000)
Related deferred tax liability	-	-	-
Net pension liability	(976,882)	(550,000)	(805,000)

An analysis of the movements in the deficit during the year is shown below:

	Period ended 31/07/16 £	Year ended 31/10/15 £
At 1 November 2015	(550,000)	(859,000)
Total service costs	(82,000)	(146,000)
Total finance costs	(14,000)	(31,000)
Actuarial (loss)/gain	(406,000)	387,000
Employer contributions	75,118	99,000
At 31 July 2016	(976,882)	(550,000)

The major categories of scheme assets as a percentage of total scheme assets are as follows:

	31 July 2016 %	31 October 2015 %
Equities	84.9	82.3
Gilts	1.5	1.7
Other Bonds	0.8	1.6
Property	7.7	6.2
Cash	5.1	6.4
Other	-	1.8

One Awards

Notes to financial statements for the period ended 31 July 2016

An analysis of the defined benefit cost follows:

Analysis of the amounts recognised in the Statement of Financial Activities:

	Period ended 31/07/16 £	Year ended 31/10/15 £
Current service cost	82,000	146,280
Past service cost		-
Interest on net defined benefit liability	14,000	31,000
Gains on settlements or curtailments	-	-
Total operating charge	<u>96,000</u>	<u>177,280</u>

Analysis of the amount charged to finance income:

	Period ended 31/07/16 £	Year ended 31/10/15 £
Interest on pension scheme liabilities	<u>(14,000)</u>	<u>(31,000)</u>

Analysis of amount recognised in the statement of total recognised gains and losses:

	Period ended 31/07/16 £	Year ended 31/10/15 £
Actual return less expected return on pension scheme assets	<u>(406,000)</u>	<u>387,000</u>
Actuarial (losses)/gains	<u>(406,000)</u>	<u>387,000</u>

One Awards

Notes to financial statements for the period ended 31 July 2016

Reconciliation of opening and closing balances of the Defined Benefit Obligation:

	Period ended 31/07/16 £	Year ended 31/10/15 £
Opening Defined Benefit Obligation	2,968,000	3,176,000
Service cost	82,000	146,000
Interest cost	84,000	120,000
Actuarial losses (gains)	657,000	(428,000)
Losses (gains) on curtailments	-	-
Liabilities extinguished on settlements	-	-
Liabilities assumed in a business combination	-	-
Estimated benefits paid (net of transfers in)	(34,000)	(93,000)
Past service gain	-	-
Contributions by Scheme participants	36,000	47,000
Unfunded pension payments	-	-
Closing Defined Benefit Obligation	<u>3,793,000</u>	<u>2,968,000</u>

Reconciliation of opening & closing balances of the fair value of Scheme assets:

	Period ended 31/07/16 £	Year ended 31/10/15 £
Opening fair value of scheme assets	2,418,000	2,317,000
Interest income on assets	70,000	89,000
Remeasurement gains/(losses) on assets	251,000	(41,000)
Contributions by employer	75,118	99,000
Contributions by participants	36,000	47,000
Net benefits paid out	(34,000)	(93,000)
Closing Defined Benefit Obligation	<u>2,816,118</u>	<u>2,418,000</u>

Summary for the current and previous 4 periods:

	31 July 2016 £	31 October 2015 £	31 October 2014 £	31 October 2013 £
Defined Benefit Obligation	(3,793,000)	(2,968,000)	(3,176,000)	(3,527,000)
Scheme assets	2,816,118	2,418,000	2,317,000	2,094,000
Deficit	(976,882)	(550,000)	(859,000)	(433,000)
Cumulative actuarial loss	(759,000)	(353,000)	(740,000)	(30,900)

The cumulative gains and losses in the table above start from 31st October 2003.

One Awards

Notes to financial statements for the period ended 31 July 2016

20. Company limited by guarantee

One Awards is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required (not exceeding £1) to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member, for payment of the Company's debts and liabilities contracted before they ceased 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. There were 179 members as at 31 July 2016 (31 October 2015: 195).

One Awards

Detailed statement of financial activities

For the period ended 31 July 2016

	Period ended 31/07/16	Year ended 31/10/15
	£	£
Incoming resources		
Incoming resources from generating funds:		
<i>Voluntary income</i>		
Membership fees	34,272	37,571
Access registration	365,090	298,832
Centre approval	119,218	123,226
Intended credit achievement	513,579	790,937
Other income	36,421	42,661
	<u>1,068,580</u>	<u>1,293,227</u>
<i>Investment income</i>		
Bank interest receivable	1,086	3,537
	<u>1,086</u>	<u>3,537</u>
Total incoming resources from generating funds	<u>1,069,666</u>	<u>1,296,764</u>
Total incoming resources	<u>1,069,666</u>	<u>1,296,764</u>
Resources expended		
Costs of generating funds:		
Fundraising trading:		
cost of goods sold and other costs		

One Awards

Detailed statement of financial activities

For the period ended 31 July 2016

	Period ended 31/07/16 £	Year ended 31/10/15 £
Charitable activities		
Supporting learning through supply of		
<i>Activities undertaken directly</i>		
Staff Costs	540,756	804,675
Employer's NIC	47,916	62,737
Pension costs - current	82,000	146,280
Pensions - net finance costs	14,000	31,000
Early retirement	-	42,514
Redundancy expenses	-	40,000
Recruitment expenses	-	7,853
Training	9,336	19,291
Quality assurance fees & expenses	103,321	158,723
Travel	16,480	21,631
NOCN	60,833	120,000
Overheads	116,802	169,168
AVA Expenses	8,773	12,089
Advertising & marketing	18,135	53,952
Legal & professional	14,022	21,686
Depreciation & profit on disposal of assets	15,094	19,393
ICT Projects	47,015	79,119
Bank charges	128	249
	<u>1,094,611</u>	<u>1,810,360</u>
Supporting learning through supply of total expenditure	<u>1,094,611</u>	<u>1,810,360</u>
Total charitable activity expenditure	<u>1,094,611</u>	<u>1,810,360</u>
Governance costs		
<i>Activities undertaken directly</i>		
Staff costs - Wages & salaries	9,900	12,724
Professional - Legal fees	6,625	7,490
AGM, Committee & trustee expenses	2,386	3,388
	<u>18,911</u>	<u>23,602</u>
Total governance costs	<u>18,911</u>	<u>23,602</u>
Net incoming/(outgoing) resources for the period	<u>(43,856)</u>	<u>(537,198)</u>