

**CONSTRUCTION INDUSTRY
TRUST FOR YOUTH**

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

**FOR THE YEAR ENDING
31 DECEMBER 2011**

Company Number 04461612
Charity Number 1094323

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CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Statutory Information for the year ending 31 December 2011

Patron

HRH the Duke of Gloucester KG GCVO

President

Sir Michael Latham DL MA FRSA
Hon Vice-president Anthony P Hill FCIQB

Chairman

Rod Bennion MRICS FRSA FCIQB
Vice Chairman Richard B Haryott BSc FREng FICE

Directors

Rod Bennion
Richard B Haryott

Trustees

Rod Bennion
John Abbott (appointed January 2011)
Bola Abisogun (appointed September 2011)
Douglas A Barrat (resigned July 2011)
Steve Brewer (appointed July 2011)
Michael A Brown
David Bucknall
Denise Chevin (appointed September 2011)
John Connaughton
Martin K Davis (resigned July 2011)
Colin Fall (resigned March 2011)
Richard B Haryott
Shelley Kainth (appointed January 2011)

Richard Laudy
Liz Male
Peter Marchant
Perry Morgan (appointed July 2011, resigned March 2012)
Jane Nelson
Nelson Ogunshaken (appointed September 2011)
Rob Oldman (resigned January 2011)
Terry Spraggett (appointed July 2011)
Martin P W Scarth (resigned January 2011)
John C M Taylor (resigned July 2011)
Michelle Tilley (appointed September 2011)
Alistair H C Voaden (resigned July 2011)
Andy Wates

Registered Office

The Building Centre
26 Store Street
London
WC1E 7BT

Telephone 0207 467 9540
Email cyt@cytrust.org.uk
Website www.constructionyouth.org.uk

Trust Administrators

Director	Christine Townley
Secretary	Joanne Cooke
Administrator	Dorothea Gorman

Company Registration Number
04461612

Charity Registration Number
01094323

Auditors

Mazars LLP
Times House, Throwley Way
Sutton
Surrey
SM1 4JQ

Solicitors

D A Martin & Co
13 Holywell Row
London
EC2A 4JF

Accountants

Jacob Cavenagh & Skeet
5 Robin Hood Lane
Sutton
Surrey
SM1 2SW

Bankers

Lloyds TSB Plc
34 Moorgate
London
EC2R 6DN

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Annual Report of the Trustees for the year ending 31 December 2011

Report of the Trustees for the year ended 31 December 2011

The Trustees submit their annual report and the audited financial statements for the year ended 31 December 2011. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in 2005 in preparing the annual report and financial statements of the charity.

The Trust is a charitable company limited by guarantee, and, although operating as a charity since 1961, it was formally constituted as a company on 14 June 2002 as Construction Industry Trust for Youth. It created the working name of Construction Youth Trust in 2004. It has no share capital and is a registered charity.

Structure, Governance and Management

Governing Documents

Construction Youth Trust is constituted as a Company Limited by Guarantee under Memorandum and Articles of Association which came into force on 14 June 2002.

Recruitment of Trustees

Recommendations for the recruitment of new trustees are overseen by the Governance Committee, a committee of the Board of Trustees, in the first instance, and appointments are referred for approval by the Board in accordance with current best practice.

Trustee induction and training

New Trustees undergo an orientation day to brief them on their legal obligations under Charity and company law, the content of the Memorandum and Articles of Association, the decision making process, the action plan and recent financial performance of the Charity. In addition new Trustees meet key staff and other Trustees. New Trustees are encouraged to undertake appropriate training which will facilitate them in undertaking their role. Ongoing training is provided for all trustees on an ad-hoc basis.

Organisational Structure

Construction Youth Trust is governed by a Board whose members are the trustees of the Charity. The Board meets quarterly and is responsible for the strategy of the Trust and the upholding of its objectives. Council has 2 subgroups with defined terms of reference:

- Resources
- Governance

The Chairman is an ex officio member of Resources and Governance and the Trust Director is in attendance at all meetings.

The activities of the Trust are managed by the Executive. The quality and effectiveness of our programmes is overseen by the Resources Group in accordance with Terms of Reference and delegated powers agreed by Council.

Related Parties

The Trust's Patron is His Royal Highness The Duke of Gloucester KG GCMG, and the President is Sir Michael Latham, former Chairman of ConstructionSkills. Many of the Construction Youth Trust's Trustees are senior figures from built environment companies and construction related organisations.

Major Risks

Following a review conducted by the Board of Trustees, the Executive manages and maintains a register of all known major risks. This is reviewed and updated on a regular basis by the Governance Committee and includes appropriate mitigation against a risk occurring or action to be taken should a risk occur.

Public benefit

The Charity's Trustees have complied with the duty in the Charities Act 2011 to have due regard to Public Benefit guidance published by the Charity Commission. All Trustees gave their time voluntarily and received no benefits from the Charity. No trustee reclaimed expenses from the charity in the current or prior years.

Statement of Trustees' Responsibilities

Company Law requires the Trustees to prepare financial statements that give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit for the financial year. In doing so, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently,
- Make judgements and estimates that are reasonable and prudent,
- Follow applicable accounting standards and the Charities SORP, disclosing and explaining any material departures in the financial statements,
- Prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the company will continue in business.

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Annual Report of the Trustees for the year ending 31 December 2011

Report of the Trustees for the year ended 31 December 2011 (continued)

The Trustees are responsible for maintaining proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of Disclosure of Information to Auditors

The trustees of the charity who held office at the date of approval of these Financial Statements, as set out above, each confirm so far as we are aware, that

- there is no relevant audit information of which the charity's auditors are unaware, and
- we have taken all the steps that we ought to have taken as trustees in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information

Objectives and Activities

Construction is the UK's largest sector offering exciting opportunities for training and employment in a variety of roles. Young people throughout the UK face barriers to accessing these opportunities for a variety of reasons and our mission is to overcome these barriers through

- Raising awareness of opportunities in the sector at trade and professional level
- Enhancing employability
- Providing basic training in hand skills
- Providing support and guidance on progression into further training and employment
- Mentoring and supporting
- Influencing policy and practice

The Trust's key objects are to

- improve the conditions of life for young people in the United Kingdom and to overcome barriers to their education, learning, training or employment arising by reason of their youth, disability or economic or social circumstance
- create, support or facilitate programmes of education, learning, training or employment in the context of the construction and built environment industries
- educate, train, assist and facilitate such individuals or groups to develop their physical and mental capacities and skills
- disseminate good practice in relation to overcoming barriers and creating opportunities, and to encourage its widespread adoption

The Trust's corporate partners and supporters play a key role in helping us to deliver our mission to provide young people with work placements and employment opportunities in the built-environment sector. Our ambition is to increase our corporate supporters year on year.

The Trust offers a wide range of educational programmes that support young people into construction training and employment, ranging from awareness-raising to careers guidance and employability skills development. We also provide bursaries to those in financial need. In 2010 we refocused our bursary programmes so that they are now targeted at young people who reside in the regions within which we work. This has enabled us to ensure we are supporting those most in need and track their progress. In recent years we have also developed a range of new projects that help groups of young people overcome particular barriers. As part of our unique offering, we have developed a range of distinct programmes which provide training and awareness in preparation for joining the trades and professions within the sector. In much of our work we support young people who are not in education employment or training (NEETS).

We set out below some of our key programmes

- "Budding Brunels" brings young professionals into schools with the aim of enabling young people in years 10 to 13 to understand the breadth of opportunity construction offers. In 2011 we have drawn on our previous Capital Experience programme and embedded work placements into the Budding Brunels programme to give those on the programme some real life experience of working in the sector
- Our "Mobile classrooms" take learning right into the heart of communities and enable hard to reach young people to gain access to a taste of construction trade skills and provide them with guidance on employability skills and jobs in the sector
- "Real Apprentice" programmes work in partnership with clients, contractors and communities to provide an intensive skills training programme focused on real live construction such as refurbishing an empty home, building a path or refurbishing green space
- "Toolkit for Life" supports young offenders into construction related training and jobs and includes our work with the Youth Justice Board
- "Pink Ladies" provides construction trade taster programmes for women to encourage them to develop DIY skills and seek employment in the sector

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Annual Report of the Trustees for the year ending 31 December 2011

Report of the Trustees for the year ended 31 December 2011 (continued)

As the Trust builds its range of programmes and develops its ability to identify specific solutions to help young people from different communities to access training and employment in the sector we have also been able to identify what works and to highlight best practice. Building on this experience the Trust aims to increase its role as an influencer of policy and practice at both a national and regional level.

Achievements and Performance

2011 was the Trust's 50th birthday and this milestone year has been another exciting and eventful year in which we have continued to make a real and growing impact on the lives of young people. We have once again expanded our range of activities, enabling us to increase the number of beneficiaries we support. During the year we have worked with 4500 young people from diverse communities throughout England and Wales helping them at various stages on their journey to work. The Trust's skills as developer of solutions and broker play a key role in its effectiveness and our focus on diversity has enabled young people from a range of different communities and backgrounds to understand more about the wealth of opportunities that construction offers. Our very close links with the industry through our Trustees and corporate partners give us the edge in making our programmes live, relevant and demand-led.

We started the year with an executive made up of 12 staff with a variety of skills to support both core activity and the growth of delivery programmes by the end of the year we had grown to be 17 strong. Significant appointments to the executive include those of Operations Director and Communications and Marketing Manager. The Trust continues to work with advisors and expert partners, all of whom complement the skill set of the Executive. The Trust recognises the value of volunteers and has developed a framework to enable it to manage and support them effectively.

In 2011 we have continued with our strategy of securing funding from a broad range of sources including Trusts, Foundations, the public sector, and corporate donors and recognise that to grow we must keep abreast of emerging new approaches to funding such as social finance. Our rich mix of funding sources, including those from ConstructionSkills, The Big Lottery Fund and the Youth Justice Board, has enabled us to grow and broaden our work and to develop programmes that support particular disadvantaged groups, such as offenders.

Over the year CYT has had many key successes. We set out below some of the significant highlights.

UK Wide

The Trust is proud to have launched in 2011 an exciting awards programme to celebrate the success of young professionals "The Duke of Gloucester's Young Achievers Scheme". The scheme was launched mid year with the first awards being presented in November. Trowers and Hamlin were principal sponsor of the awards and with the support of Aecom we were able to hold the event in the Banqueting Hall in Whitehall one of the prestigious Historic Royal Palaces.

A significant development in the year has been the Trust becoming an Open College Network Centre which means that all our programmes can gain OCN Accreditation. For many of our young people a certificate gained from the Trust will be the first they have ever achieved. The Board and Executive see this achievement as a significant milestone in the Trust's development.

As part of its role as an influencer, the Trust contributed in 2009 to the UK Commission for Human Rights and Equalities Investigation into Race in Construction and many of the Trust's programmes were identified as models of best practice in the final report on findings and recommendations. The Trust aims to continue to work on this important agenda and to influence policy and practice. During 2010 and 2011 the Trust Director was a member of the Construction Leadership group that has been convened by the EHRC to further the outcomes and recommendations of the investigation. Leadership of this important agenda has now passed to ConstructionSkills and the Trust remains a key partner in supporting the drive for inclusion and respect within the sector.

Receptions, the annual Christmas Concert and corporate sponsored golf days have proved to be particularly effective, not just in supporting fundraising activity but, more importantly, in bringing together people from different strands of the industry to learn about the work of the Trust and identify how they can commit to supporting young people into the sector.

London and the South East – 2011 Report

2011 was another very successful year for the Trust in London and the South East during which time both the projects we delivered and the capacity of the London team has increased significantly. During 2011 the London and South East Team increased to 5 with more recruitment in the pipeline for 2012. This additional capacity means that the London and South East Team is able to deliver more projects on a larger scale than ever before. With the newly recognised OCN accreditation for our programmes the curriculum coordinator can now design tailored and accredited training programmes for our beneficiaries.

Key activity in the region included -

- Delivering further 'Built 2 Work' programmes on the Woodberry Down Estate in Hackney, East London. By using 'void' properties (unoccupied flats) owned by Hackney Homes we delivered another four B2W programmes for NEET Hackney residents which again exceeded targets for employment and training outcomes. The programmes introduced the beneficiaries to a variety of trade skills in an environment which realistically mirrors the real work place.

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Annual Report of the Trustees for the year ending 31 December 2011

Report of the Trustees for the year ended 31 December 2011 (continued)

- Launching our first London based Mobile Classroom with the generous support of Land Securities and Bouygues UK. Between April and December 2011 the Mobile Classroom delivered both one-day practical construction skills tasters and longer programmes to young people all over London right in the heart of their own communities. Working closely with Housing Associations, community groups and statutory bodies the Mobile Classroom had a successful year which ended in an agreement from the Big Lottery Fund to support it for four years meaning that we will be able to continue delivering to hard to reach communities in London until at least 2015.

- Running two Pathways programmes on the Bemerton Estate in Islington. Funded by Islington council and BVMO the programme engaged local NEET young people aged 16-24 in a programme of groundworks and paving on the estate. Over the 9 week practical training aspect the young people laid a path across the green in the middle of the Bemerton Estate off the Caledonian Road near Kings Cross. Ringway Jacobs provided materials and lent support to the programme throughout and several of the young people progressed onto work and apprenticeships on the Kings Cross station refurbishment as well as for smaller local employers. Islington Council identified this as one of their most successful NEET re-engagement programmes.

- Delivering two further Budding Brunels programmes, made possible by the support of Vinci and The Worshipful Company of Paviers. With support from the Paviers we delivered the Budding Brunels programme to Year 12 students for the first time in Southwark and continued our relationship with Cambridge Heath School in Tower Hamlets. With Vinci's support we delivered a 3 day Budding Brunels workshop in Reading and at Vinci's technology centre in Leighton Buzzard. Both were a great success and resulted in more work placements than we had hoped. Both Vinci and the Paviers have committed to supporting this programme throughout 2012.

South Wales

The work in South Wales has continued to extend its reach throughout 2011 with the introduction of new funding, new projects and the delivery of programmes in new communities. The Mobile Classrooms carrying trainers, equipment and materials continue to allow us to take skills based training and kinaesthetic learning out to the heart of some of South Wales' most multi-deprived communities.

Highlights of the year have included -

- The shortlisting of our Wales Trainer, Michael Reynolds, for the Outstanding Individual Achievement award with the Charity Times, and of Wales team projects for 2 awards from Constructing Excellence Wales, in the Innovation and Leadership categories.

- Delivering construction and advice & guidance sessions to young men and women across South Wales. In addition CYT travels further with them on their journey, providing on-going assistance with employability training and information about progression routes. A key achievement in Wales has been the progression of high proportions of our beneficiaries into meaningful education or employment, despite the continuing effects that the recession has had on the industry.

- Reaching out to support and training for young people in a broad range of communities across South Wales, including Cardiff, Newport, Abercymboi, Abergavenny, Blaenau Gwent, Barry and across Rhondda Cynon Taf. We have worked with partners in local community centres, youth offending teams, housing associations, councils' youth services teams and the Bridges into Work scheme. Courses delivered have included Open College Network and CSCS card qualification courses, women-only 'Pink Ladies' courses, mobile classroom construction taster sessions, 'Winter skills' sessions and careers events. Practical community improvement projects this year have included painting a community space, constructing planters and bird boxes for gardens, and building a shed.

- Delivering our first Budding Brunels in Wales. In Newport, students from St Julian's High School participated in a 'Budding Brunels' project in partnership with Vinci plc, benefiting from industry presentations led by young professionals from the company, a site visit to Vinci's Tesco build in Newport and work placements offered by Vinci to selected students. Elliott Thomas, said 'Thank you to Construction Youth Trust and Vinci for arranging my work experience. The placement gave me a much firmer grasp on all aspects of construction, as each day on site showed me a different side of the industry.'

- Continuing to deliver the popular 'Pink Ladies' programme has enabled the Trust to continue to raise awareness of the construction industry to women. The Welsh team's proactive work with women led to a very significant 50% female student ratio in 2011.

- Securing a significant contract for 2012. The Trust's commitment to supporting young people's progression in the construction industry led to the successful winning of funding from the European Social Fund's Engagement Gateway programme of training, which is due to begin in early 2012. The money will be spent on working with young people who are not in education, employment or training and will teach a qualification in a manual trade with targets attached for the young people's progression into employment, training, volunteering and further social projects.

In 2011 the Trust developed its reach into Cardiff, with new funding and partnerships achieved to benefit the young people of Cardiff.

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Annual Report of the Trustees for the year ending 31 December 2011

Report of the Trustees for the year ended 31 December 2011 (continued)

North West region

Throughout 2011, the key focus for the NorthWest region has been further consolidation and development of the highly successful offender programme model with the Youth Justice Board

The Trust's second Budding Brunels programme was delivered in the North West at a school in Rochdale. Vinci staff on their Duke of Edinburgh staff volunteering programme played a key part in providing information and advice to 250 aspiring 6th formers. 50 young people progressed onto the intensive Budding Brunels programme. A further 140 were supported during the course of the year with information, advice and guidance provided in projects with community-based partners.

In the background, fund-raising continued apace and by the end of 2011 we secured the necessary financial basis from which to launch a regional office and full suite of projects for 2012. Towards the end of the year we appointed a second employee to work with our North West Regional coordinator and secured office space in the CUBE building, which like the Building Centre in London, is a hub for the built environment.

A new North West mobile classroom will be operational in the early months of next year. By the end of 2012, with the launch of the mobile classroom, further delivery of Budding Brunels projects and a practical community project under development, the region will have consolidated all three key strands of the Trust's work into its delivery programme.

Offender programme

In 2011, delivery of the Trust's successful national offender programme continued and we were delighted when our work with the Youth Justice Board (YJB) was recognised and cited as an example of best practice in the Public Accounts Committee.

Toolkit project, West Midlands

The Trust's Toolkit for Life project in the West Midlands has now been operating for 4 years. This project has been transformational for the Trust in establishing the important contribution that our work makes in the resettlement of offenders and prevention of re-offending.

This year the work in the Midlands continued to enable young people to benefit from information, advice and guidance on careers in construction, detailed employability coaching and support towards long-term employment. Employers supporting the programme this year included Miller, Vinci and Stepnalls. In 2012, the West Midlands Toolkit work will shift towards the younger age group with work focused on YJB and Youth Offending Team referrals.

Youth Justice Board (YJB)

In 2011 the Trust continued work with the Youth Justice Board (YJB) in the North West and South West regions. As a sign of the confidence of the YJB in the Trust's work, we were able to expand the programme into new regions in Yorkshire and Wessex. A model of breakfast meetings was piloted with potential construction industry employers and has proved to be a very successful method of initial engagement. Meetings were hosted by Land Securities in Leeds, Wates in Manchester, Arup in Bristol and Hampshire County Council. These proved to be a great help in securing construction companies' commitment towards employment outputs for young ex-offenders across the country.

The successes of the YJB project this year included the provision of information, advice and guidance to young ex-offenders, including intensive coaching where appropriate in order to support these young people into long-term education, training and employment. The majority of this work took place in the North West and South West, as work in the new geographical areas only started up towards the end of the year.

Learning from the programme

The expansion of the work and testing of different approaches in the regions in which we work has enabled the Trust to develop a clear model for its offender work. The on-going recession led to challenges in winning employment opportunities for ex-offenders. The Trust has still been able to achieve significant employment/education/training outcomes, and has developed a strong programme of site visits and work placements for 2012 to help the young people develop skills and contacts and progress along the route towards an employment outcome.

An issue of concern has been the need for wider support from other agencies and the benefit system for the young people that we work with. At times the Trust has been able to achieve employment for ex-offenders, only for the young people to struggle to attend or maintain employment due to issues with housing, benefits, or unsupportive social networks. To resolve these issues, the Trust has initiated a productive dialogue with partners and policy-makers. Successes have been best in regions with strong relationships between the Trust and its consortium partners, to ensure good referral and support systems for the young people. The programme of work with the YJB is being evaluated by the Universities of Salford and Portsmouth. Interim findings are very positive, we will use the report, when published in June 2012, to support policy development, knowledge transfer and further promotion of Toolkit for Life.

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Annual Report of the Trustees for the year ending 31 December 2011

Report of the Trustees for the year ended 31 December 2011 (continued)

Programme development

During the course of 2011 the Trust consolidated its offender work in the regions in which we currently work and developed plans for expansion into new areas. We began to trial new approaches for the offender programme -

We ran an intensive course with Islington Youth Offending Team to offer training to their young people, linked to employment opportunities with Mears

We launched a community-based project in partnership with Birmingham Youth Offending Service and a local construction training company. This project has a strong emphasis on achieving employment outcomes and practical skills.

We are developing a practical project with young offenders within Cookham Wood Young Offenders Institution in Kent to offer practical skills and work experience to young people to support their progress to employment.

Further programmes of training are under development in partnership with other Prisons and Young Offenders Institutions to enhance practical skills for the young people and lead to progression opportunities on release, and we expect that the Trust's Offender programme will grow significantly in 2012.

Financial Review

Results for the year

The total income for the Trust in 2011 was £838,323 (2010 £845,235) including donations in kind of £91,815 (2010 £52,140). In addition £99,000 of funding was received which specifically relates to projects which will take place in 2012; this income will be recognised in 2012. The overall deficit for the year was £105,742 (2010 surplus of £57,075), however excluding restricted funds, the Trust generated an unrestricted deficit of £19,958 (2010 deficit of £66,562).

Results against budget

Comparison to approved budget from January 2011

- Income	Budget £902,100,	Actual £838,323
- Expenditure	Budget £962,326,	Actual £944,065
- Forecast balance sheet at end 2011	Budget £690,504,	Actual £720,044
		(plus the £99,000 received for 2012 = £789,504)

Reserves

The Trust's reserves policy is to keep a minimum of six months operating expenditure in free unrestricted reserves, and the reserves policy is subject to annual review. We hold a 'Regional Development Fund', to support the development of specific strategic services, projects and regional activity as set in the Trust's Business Plan. At 31 December 2011 the free reserves (excluding designated funds) totalled £229,237 (2010 £460,150). This corresponds to 6.8 months unrestricted expenditure (2010 20 months). This decrease is due to a transfer of £246,876 to a designated Regional Development Fund which is dedicated to specific projects to assist the Trust to meet its strategic Business Plan development aims, in terms of capacity building and expanding geographical reach.

Investment Policy and Performance

The Council of Management has considered the most appropriate policy for investing funds and has over the year agreed to continue to spread its investments to reduce risk alongside maximising interest rates. Its funds are invested in a combination of COIF Charities Deposit Fund and a fixed term bond with the NatWest.

Plans for Future Periods

Over the next three years we aim to continue to diversify our funding base and develop and consolidate our regional infrastructure, including the development of a framework of regional supporters and volunteers. In addition to our regional programmes focused on disadvantaged communities our particular focus on offenders will continue and we will seek to develop new programmes for specific groups such as care leavers and those leaving the armed forces. The Trust will also further develop its quality and effectiveness framework to ensure that it excels in everything it does.

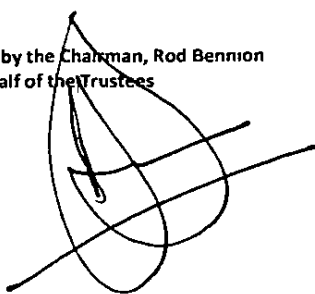
Auditors

A resolution will be proposed at the next Board meeting that Mazars LLP will be reappointed as auditors to the charity for the ensuing year.

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

Signed by the Chairman, Rod Bennion
on behalf of the Trustees

Date 21/06/2012



CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Independent auditors report to the members

Report of the Independent auditors to the members of the Construction Industry Trust for Youth

We have audited the financial statements of the Construction Industry Trust for Youth for the year ended 31 December 2011 which comprise the Statement of Financial Activities, the 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).

Respective responsibilities of trustees and auditors

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

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors. This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body for our audit work, for this report, or for the opinions we have formed.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the APB's web-site at www.frc.org.uk/apb/scope/private.cfm.

Opinion on financial statements

In our opinion the financial statements
give a true and fair view of the state of the charity's affairs as at 31 December 2011 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended,
have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

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

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us, or
- the financial statements are not in agreement with the accounting records and returns, or
- certain 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 and the Report of the Trustees in accordance with the small companies regime.



Nicola Wakefield (Senior Statutory Auditor)
For and on behalf of Mazars LLP
Chartered Accountants and Statutory Auditors

Times House, Throwley Way, Sutton, Surrey SM1 4JQ

Date 2 August 2012

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Statement of Financial Activities for the year ending 31 December 2011 (including income & expenditure account)

Notes	2011			Total	2010
	Unrestricted Funds	Designated Funds	Restricted Funds		Total
	£	£	£	£	£ (restated)
Incoming Resources					
<i>Incoming resources from generated funds</i>					
Donations & grants	110,363	-	6,639	117,002	112,105
Fundraising income	29,119	-	-	29,119	28,551
Donated services and facilities	91,815	-	-	91,815	52,140
Investment income	6,393	-	-	6,393	8,894
<i>Incoming resources from charitable activities</i>					
Project specific income	-	176,521	417,473	593,994	643,545
Total Incoming Resources	237,690	176,521	424,112	838,323	845,235
Resources Expended					
<i>Cost of generating funds</i>	20,142	-	-	20,142	13,365
<i>Charitable activities</i>	185,986	212,442	520,095	918,523	769,335
<i>Governance costs</i>	5,400	-	-	5,400	5,460
Total Resources Expended	211,528	212,442	520,095	944,065	788,160
Net Incoming/(Outgoing) Resources	26,162	(35,921)	(95,983)	(105,742)	57,075
Transfers between funds	(257,075)	246,876	10,199	-	-
Net Movement in Funds	(230,913)	210,955	(85,784)	(105,742)	57,075
Fund balances brought forward	460,150	148,447	217,189	825,786	768,711
Fund Balances Carried Forward	229,237	359,402	131,405	720,044	825,786

The charitable company has no recognised gains or losses other than the above reported movements and no separate Statement of Total Recognised Gains or Losses is presented

There were no discontinued activities in the current or preceding year

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

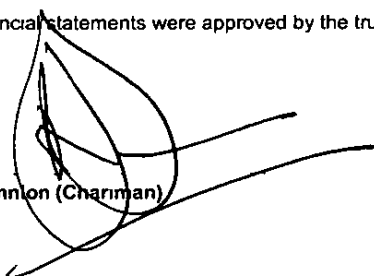
Balance Sheet as at 31 December 2011

	Notes	2011		2010	
		£	£	£	£
Current Assets					
Debtors	9	81,169		58,451	
Cash at Bank and in Hand		<u>795,482</u>		<u>831,305</u>	
			876,651		889,756
Creditors					
Amounts falling due within one year	10		(156,607)		(63,970)
NET ASSETS			<u>720,044</u>		<u>825,786</u>
Reserves	11,12				
Unrestricted Funds			229,237		460,150
Designated Funds			359,402		148,447
Restricted Funds			131,405		217,189
TOTAL FUNDS			<u>720,044</u>		<u>825,786</u>

These financial statements have been prepared in accordance with the special provisions of the Companies Act 2006 relating to small companies

The financial statements were approved by the trustees on 21st JUNE 2012 and signed on their behalf by

Rod Bennion (Chairman)



CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Notes to the Financial Statements for the year ending 31 December 2011

1 Accounting Policies

Basis of accounting

The financial statements have been prepared under the historical cost convention, and in accordance with the Companies Acts 2006 and the Statement of Recommended Practice Accounting and Reporting by Charities issued in March 2005. The company has taken advantage of the exemption from the requirement to produce a cash flow statement, applicable to small companies, in Financial Reporting Standard No 1.

The basis of the allocation of costs between activities has been changed in 2011 in order to more accurately reflect the activities of the organisation. The 2010 costs allocations have therefore been restated.

Incoming resources

Donations and grants

Donations and gifts are included in the accounts when receivable. Grants are recognised on the same basis except where funding is conditional on the delivery of specific performance by the charity. Donated services and facilities are included as income and related expenditure where the value to the charity can be reasonably quantified. The value of services provided by volunteers has not been included.

Fundraising income

Incoming resources from ticket sales, collections and one-off donations at event days are included in the accounts when receivable.

Investment income

Investment income is included on an accruals basis as it becomes receivable.

Project specific income

Grants and donations applicable to specific project work are recognised on an accruals basis as and when receivable. Where grants are dependent on project activities and specific deliverables they are recognised as the charity earns the right to consideration by its performance.

Resources expended

Cost of generating funds

The direct cost of operating fundraising events are included on an accruals basis, excluding any staff or overhead cost allocation.

Charitable activities

Charitable expenditure includes all costs incurred by projects in the delivery of their activities and services for beneficiaries. This includes specific grants and bursaries, direct project operation costs and an apportionment of central staff & office costs (allocated based on staff time) and overheads (allocated as a percentage of total project expenditure).

Central support costs are also included in charitable activities to reflect those expenses that can not be fairly allocated to individual projects. These include general fundraising, central recruitment & human resources, finance costs and administrative expenses, along with associated staff time and office costs.

Governance

This comprises the audit fee for the year.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees for furtherance of the general objectives of the charity.

Designated funds are unrestricted funds that have been earmarked by the Resources Committee of trustees for use on particular projects and to support new initiatives.

Restricted funds are subject to restrictions on expenditure imposed by the donor or through the terms of an appeal or funding request.

Pension costs

The trust operates defined contribution schemes for the benefit of its employees. The assets and liabilities of the pension schemes are administered separately. The cost of employers' contributions are included in the financial statements on an accruals basis as they fall due.

Operating leases

Rentals payable under operating leases are charged on a straight-line basis over the term of the lease.

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Notes to the Financial Statements for the year ending 31 December 2011

2 Fundraising

	2011 £	2010 £ (restated)
Fundraising income		
Christmas Concert	18 310	20 223
General Events	10 809	8,328
	<u>29 119</u>	<u>28 551</u>
Cost of generating funds		
Christmas Concert	13,662	11,548
General Events	6,480	1,817
	<u>20,142</u>	<u>13,365</u>
Surplus on fundraising		
Christmas Concert	4,648	8,675
General Events	4 329	6,511
	<u>8 977</u>	<u>15 186</u>

3 Donated services and facilities

	2011			2010
	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £ (restated)
Golf Day	3 100	-	-	3 100
Christmas concert	8 020	-	-	8 020
Use of facilities	20,210	-	-	20,210
Employee time	52,500	-	-	52,500
Donation of materials	7,985	-	-	7,985
	<u>91 815</u>	<u>-</u>	<u>-</u>	<u>91 815</u>
				<u>52 140</u>

The Trust would like to express its sincere gratitude on behalf of all the young people that we help for the great 'in-kind' support and the donations that we receive from construction industry companies. Key supporters are listed on the Trust's website.

4 Project specific income

	2011			2010
	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £ (restated)
Mobile classroom project (Wales)	-	172,863	17 952	190,815
Stepping Stones project (Wales)	-	-	57,102	57 102
Real Apprentice (Wales)	-	-	-	-
Balfour Beatty (London)	-	-	8,294	8 294
Pathways (London)	-	-	46,567	46 567
Pre-apprentice training (London)	-	-	-	-
Hackney Built2Work (London)	-	-	43,174	43 174
Budding Brunels Project (London, NorthWest and Wales)	-	3 658	20,210	23 868
Youth Justice Board (Offender)	-	-	68,349	68 349
Toolkit (Offender)	-	-	-	-
Duke of Gloucester Awards (UK-wide)	-	-	34,825	34,825
Construction Skills (UK-wide)	-	-	120 000	120 000
Capacity building project (UK-wide)	-	-	-	-
Other	-	-	1,000	1,000
	<u>-</u>	<u>176 521</u>	<u>417 473</u>	<u>593 994</u>
				<u>643 545</u>

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Notes to the Financial Statements for the year ending 31 December 2011

5 Charitable activities

	2011			2010
	Unrestricted Funds	Designated Funds	Restricted Funds	Total
	£	£	£	£
Grant Commitments				Total
Individual grants and bursaries	2,833	1,555	9,649	14,037
				(restated)
Community Based Projects				
Donated services and facilities	91,815	-	-	52,140
Education, training, skills & materials	413	3,930	95,364	129,613
Frontline delivery staff	-	142,319	232,088	307,918
Office costs	-	33,039	92,133	76,183
PR marketing & events	-	245	18,642	22,175
Travel & subsistence	-	4,903	15,079	19,493
Core overheads	-	26,451	57,140	44,815
	92,228	210,887	510,446	652,337
Support Costs				
Central staff costs	47,815	-	-	49,504
Central office costs	14,394	-	-	16,274
Central overheads	28,716	-	-	37,425
	90,925	-	-	103,203
	185,986	212,442	520,095	769,335

6 Governance costs

	2011	2010
	£	£
		(restated)
Audit fee	5,400	5,460

7 Staff costs

	2011	2010
	£	£
Wages & salaries	373,992	317,249
Social security costs	37,095	29,967
Pension costs	11,135	10,206
	422,222	357,422
Average number of employees in the year	13	11

The number of employees whose emoluments as defined for taxation purposes amounted to over £60,000 in the year was as follows

£60,000 - £70,000

1 1

Contributions for the provision of a defined contribution pension scheme amounting to £4,733 were paid by the charitable company for this staff member

No trustee received emoluments nor had expenses reimbursed during the year (2010: None)

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Notes to the Financial Statements for the year ending 31 December 2011

8 Pensions

The charitable company operates a defined contribution pension scheme, the assets and liabilities of which are administered separately. During the year total employers contributions of £11,135 (2010: £10,206) were charged to the statement of financial activities as they accrued. At the year end a total liability of £1,986 (2010: £1,218) was included within other creditors.

9 Debtors

	2011 £	2010 £
Trade debtors	55,738	45,567
Prepayments and accrued income	25,431	12,884
	<u>81,169</u>	<u>58,451</u>

10 Creditors

	2011 £	2010 £
Grant commitments	5,574	12,174
Trade creditors	24,935	34,317
Accruals	9,000	12,827
Deferred income	99,097	-
Tax & other social security	12,473	-
Other creditors	5,528	4,652
	<u>156,607</u>	<u>63,970</u>

Deferred income relates to two grants totalling £99,097 in 2011 which relate to projects to be undertaken in 2012 for which cash has been received before the year end.

11 Analysis of net assets between funds

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £
Current Assets	251,397	362,234	263,020	876,651
Current Liabilities	(22,160)	(2,832)	(131,615)	(156,607)
	<u>229,237</u>	<u>359,402</u>	<u>131,405</u>	<u>720,044</u>

CONSTRUCTION INDUSTRY TRUST FOR YOUTH
Notes to the Financial Statements for the year ending 31 December 2011

12 Fund analysis

	B/f funds at 01-Jan-11 £	Incoming Resources £	Outgoing Resources £	Interfund Transfers £	C/f funds at 31-Dec-11 £
Unrestricted Funds	460,150	237,690	(211,528)	(257,075)	229,237
Designated Funds					
Central & UK Wide	86,712	120,000	(134,027)	246,876	319,561
Wales	2,084	48,952	(36,221)	-	14,815
North West	19,763	-	(3,934)	-	15,829
London	5,000	6,569	(6,404)	-	5,165
Young Offenders	34,888	1,000	(31,856)	-	4,032
	<u>148,447</u>	<u>176,521</u>	<u>(212,442)</u>	<u>246,876</u>	<u>359,402</u>
Restricted Funds					
Central & UK Wide	10,399	41,464	(56,525)	8,373	3,711
Wales	77,521	68,101	(140,484)	-	5,138
North West	28,009	29,227	(3,575)	-	53,661
London	31,048	216,971	(179,193)	69	68,895
Young Offenders	70,212	68,349	(140,318)	1,757	-
	<u>217,189</u>	<u>424,112</u>	<u>(520,095)</u>	<u>10,199</u>	<u>131,405</u>
Total Funds	825,786	838,323	(944,065)	-	720,044
Big Lottery grants included in restricted funds					
Stepping Stones Wales	<u>76,502</u>	<u>57,102</u>	<u>(133,604)</u>	<u>-</u>	<u>-</u>

Central & UK-wide - includes the costs of managing the charity that are shared across all projects. It includes staff and financial management, governance, administration, marketing and fundraising. The Construction Skills funding that supports development and delivery work across the Trust is also managed within this fund.

Wales - includes all the costs of managing the projects run by the team in Wales. These include the Stepping Stones Big Lottery Fund, other mobile classroom delivery and Budding Brunels projects.

North West - includes the costs of managing projects in the North West. The majority of the Trust's work in the North West this year was in delivery of Offender work that sits within that fund, and preparation for a new mobile classroom to launch in 2012.

London - includes the costs of delivery in London. Key projects include the London mobile classroom, Budding Brunels and practical community projects.

Young Offenders - includes UK-wide delivery of work with ex-offenders. Key projects include the Toolkit for Life project and work funded by the Youth Justice Board.

Transfers

The £69 and £1757 transfers have been made to clear the deficit on the restricted funds from unrestricted monies.

£8,373 has been transferred from the designated Duke of Gloucester funds to cover the deficit on restricted expenditure for this project in the year.

A transfer of £250,000 has been made to designated funds following the decision of the trustees on 7th July 2011 to earmark these funds for the support of a Regional Development fund, along with a transfer of £5,249 to the Business Development fund.

13 Legal and taxation status of the charitable company

The charity is a company limited by guarantee. The liability of each member is restricted to £1. At the year end the total number of members was 19 (2010: 17).

As a registered charity, no taxation on the charitable activities of the entity has been provided for in the accounts, in accordance with S505 ICTA 1988.

14 Operating leases

At 31 December 2011, the Construction Industry Trust for Youth is committed to making the following payments under non-cancellable operating leases in the year to 31 December 2012:

	2011 Buildings	2011 Other	2010 Buildings	2010 Other
Operating leases that expire				
In less than one year	41,950	40,984	-	1,434
Between one and two years	-	4,476	28,000	311
Between two and five years	-	11,264	-	-
	<u>41,950</u>	<u>56,724</u>	<u>28,000</u>	<u>1,745</u>

CONSTRUCTION INDUSTRY TRUST FOR YOUTH
Detailed Income & Expenditure Account for the year to 31 December 2011

	2011		2010	
	£	£	£	£
Incoming Resources		838,323		845,235
Resources Expended				
Bursaries & Travel Grants	14,037	(14,037)	27,287	(27,287)
Education & Training				
Freelancers	58,263		73,572	
Van Expenses	16,789		14,975	
Materials & Tools	24,635		16,784	
Venue Costs	20		1,602	
		(99,707)		(106,933)
Donated Services & Facilities		(91,815)		(52,140)
Marketing & Events				
PR & Communications	12,344		15,518	
Fundraising	9,098		6,656	
Events Costs	53,010		13,365	
		(74,452)		(35,539)
Office Costs				
Rent	30,703		30,300	
Staff Travel & Subsistence	30,127		25,856	
Printing Postage & Stationery	13,235		9,682	
Telephone	7,980		5,426	
Insurance	6,046		3,287	
Meeting Expenses	3,558		1,594	
Computer & IT Costs	25,224		17,219	
Staff Training	6,509		3,382	
		(123,382)		(96,746)
Staff Costs				
Wages & salaries	373,992		317,249	
Social security costs	37,095		29,967	
Pension costs	11,135		10,206	
		(422,222)		(357,422)
Overheads				
Recruitment	22,903		5,621	
HR Support	6,142		4,377	
Outsourcing Project & Consultancy	30,825		49,677	
Fundraising	33,558		8,287	
Bank Interest & Charges	743		729	
Legal & Professional Fees	2,054		11,989	
Accountancy Fees	16,825		25,953	
Audit Fees	5,400		5,460	
		(118,450)		(112,093)
Net Incoming/(Outgoing) Resources		(105,742)		57,075
Recharges to Projects				
Staff Costs Recharge	374,407		307,918	
Office Costs Recharge	74,879		68,406	
Overheads Recharge	68,570		39,194	
	517,856		415,518	