

**CONSTRUCTION INDUSTRY
TRUST FOR YOUTH**

(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

**FOR THE YEAR ENDING
31 DECEMBER 2019**

Company Number: 04461612

Charity Number: 1094323

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**CONSTRUCTION INDUSTRY
TRUST FOR YOUTH**

(A company limited by guarantee)

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CONSTRUCTION INDUSTRY TRUST FOR YOUTH
Statutory Information for the year ending 31 December 2019

Patron

HRH the Duke of Gloucester KG GCVO

Chairman

Andy Wates

Trustees & Directors

John Abbott
Mathew Baxter
Victoria Brambini
Steve Brewer
Richard Laudy (Resigned May 2019)
Assad Maqbool
Edward McAlpine (Joined June 2019)
Holly Price (Joined May 2019)

William Meredith
Jane Nelson (Resigned May 2019)
Mark Southwell
Andy Wates
Russell Taylor (Joined May 2019)
Katy Dowding (Joined May 2019)
Manon Bradley (Joined May 2019)

Key Management Personnel

Andy Wates
Steve Brewer
William Meredith
Jo Cooke
Carol Lynch
Liam Sliney
Thomas Glover

Chairman
The Chair of the Resources and Governance Committee
The Treasurer
The Company Secretary
Chief Executive
Head of Programmes
Partnership Manager

Registered Office

Bermondsey Campus
37 Clements Road
Bermondsey
London
SE16 4EE

Trust Administrators

Chief Executive:

Carol Lynch

Secretary:

Jo Cooke

Telephone:

0207 467 9540

Email:

hello@constructionyouth.org.uk

Website:

www.constructionyouth.org.uk

Company Registration Number
04461612

Charity Registration Number
1094323

Auditors

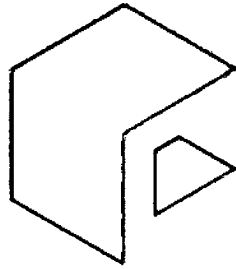
Mazars LLP
6 Sutton Plaza
Sutton Court Road
Sutton
Surrey
SM1 4FS

Accountants

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

Bankers

Lloyds Plc
34 Moorgate
London
EC2R 6DN



CONSTRUCTION YOUTH TRUST

**Annual Report of the Trustees for the year ended
31st December 2019**



The Chairman's Report

On behalf of the Construction Youth Trust Board of Trustees, I am pleased to submit the Annual Report and audited financial statements for the year ending 31st December 2019.

This report comes at a difficult time for everyone as we all negotiate the impact of the COVID-19 pandemic on the way we live our lives. In line with Government guidelines, Construction Youth Trust paused all face-to-face delivery in March 2020 and has adapted our delivery model to ensure we are still able to support young people on our programmes. Through the development of online sessions and remote mentoring, the Trust continues to actively engage with young people. For young people on the brink of taking their first career step, especially those already facing barriers to employment, the pathway into work has become substantially more complex and daunting. The Trust's work, inspiring and supporting young people to achieve their full career potential, is more important now than ever.

At the end of 2017, we developed a new business plan and launched a new way of working that has given us the opportunities to build deeper, more impactful relationships with our partners. In 2019, we reaped the rewards of this new strategy with significant growth in our reach. In 2018, we reached more than 7,000 young people in 40 schools; in 2019, we reached almost 26,000 young people in 67 schools.

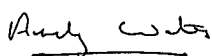
Young people, as well as their influencers, are being made aware of the breadth of careers within Construction and the Built Environment. For too long, young people and their influencers have viewed the industry and its careers as lowly-rewarded, dangerous and a male domain. Thanks to the support of nearly 1,000 relatable role models and volunteers from across the built environment sector, we have been able to challenge those myths and support young people to overcome barriers and progress into rewarding careers.

2019 was also a very significant year as we launched our programme of longer-term targeted support. Thanks to the generous support of a number of funders, 81 young people aged 15-16 are being coached and supported throughout their final year of school. These young people have been identified in liaison with our school partners as being at significant risk of not making a successful post-school transition. This is the first time the Trust has had a long-term structured programme for at-risk young people approaching their GCSEs. We look forward to keeping you up-to-date with the programme's success, but the early indicators from the young people and their schools show significant impact.

An important aim of our strategy is to mentor and support young people facing barriers along the pathway into rewarding employment. The greater reach of our activities in schools is a great start, and programmes like the targeted support for Year 11s are vital for levelling the playing field for young people facing disadvantage. Over the next year, we will build on our longer standing programmes to ensure we prioritise those least likely to receive good careers support and connect them to relatable industry role models and genuine opportunities for training and employment.

On a more personal note, 2019 is my last full year as Chair of Construction Youth Trust. In 2020, my colleague Edward McAlpine will take over as Chair. While I will always be in the background to support in any way I can, I wish Ed, and the Trust, all the best for the future. I have no doubt Ed's stewardship will further secure the Trust's position as the construction industry's youth charity.

Which leads me onto a final thank you. On behalf of all the Trustees of Construction Youth Trust, I would like to thank all our amazing supporters. Whether you have volunteered, funded the Trust's work or helped place a young person in an opportunity, your support is integral to the Trust. Personally, and as a charity, we are so very grateful for your belief and engagement in our mission.



Signed by the Chairman, Andy Wates
On behalf of the Board of Trustees
Date: 1st June 2020

Objects

The Trust's Objects are to:

- Create, support or facilitate programmes of education, learning, training or employment in the context of the construction and built environment industries.
- 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, with particular reference to the skills 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.

Vision

Our vision is a Construction and Built Environment sector that drives social mobility and delivers social value by inspiring and enabling the diverse young talents of 21st Century Britain to overcome barriers and build better futures.



Mission

Our mission is to inspire and support young people to achieve their full career potential in the Construction and the Built Environment sector, with a priority focus on young people from low-income backgrounds, those most likely to miss out on opportunities and/or those facing barriers to employment. We progress our mission by:

- Targeting places facing multiple disadvantage where the Built Environment has, and will have for 10+ years, a significant pipeline of skills demand across all levels
- Ensuring young people are aware of the full breadth of the career opportunities offered by the modern Construction and Built Environment sector, prioritising young people most likely to miss out
- Facilitating meaningful encounters between young people and industry employers in order to help young people develop their career aspirations, overcome barriers and prepare themselves for the world of work
- Challenging stereotypes and proactively targeting young people under-represented in construction such as young women and young people from BAME backgrounds
- Offering targeted support to young people furthest from the workforce to help them reach their potential, progress towards a good job and ultimately a successful career
- Facilitating industry employers to offer meaningful opportunity and support to young people, with a focus on social mobility, diversity and inclusion

Overview

Over the course of 2019 the Trust reached almost 26,000 young people, more than trebling the number of young people reached in 2018. This growth has been directed by the five key tenets laid out in the 2018-2020 Business Plan.

Place-based – Working in concentrated ‘hubs’. The Trust selects target hubs on the basis of 1) communities affected by multiple deprivation and 2) areas where the built environment sector is anticipated to generate a long-term demand for skills over a minimum 10-year period.

Long-term partnerships with schools & FE colleges – Focusing on building long-term relationships with secondary schools and FE colleges in order to reach young people aged 11 to 18 years old, as well as their parents, teachers and career advisors.

A coordinated approach across industry – Coordinating across industry to give a unified, consistent message so that young people are introduced to the full breadth of roles available in industry. By working closely with industry, we want to partner, facilitate and, where necessary, fill in the gaps.

Industry-led – Working in close partnership with industry and partners to ensure Trust programmes are demand-led, grounded in real world experiences and, most importantly, lead to real jobs and careers within the sector.

Diversity & Inclusion – Working with schools and the wider community to target young people facing barriers who are at risk of missing out and/or not reaching their full career potential. The Trust is particularly interested in groups of young people who are traditionally under-represented in the construction industry such as young women.

Throughout the year, the Trust worked to achieve its mission through three key ways:

1. **Schools Partnership** – A coordinated school engagement campaign within target hubs that facilitates encounters with industry employers to widen the career horizons of young people, challenge their career stereotypes and inspire them about the world of work. The aim of the programme is to support young people to reach their full career potential, especially those who face barriers to employment, and achieve a step-change in the mind-set and perception of young people and their influencers towards the breadth of careers in the built environment.
2. **World-of-work programmes** – Immersive world-of-work programmes to help young people to become more work ready. For many young people, the working world is an unknown entity and they are unaware of the skills and behaviours employers are looking for. The Trust’s employer-led programmes enable a young person to gain a deeper understanding of the work place and prepare them for their next step.
3. **Long-term mentoring programmes** – By providing long-term, targeted support to young people at risk of not reaching their full career potential, the Trust offers guidance and advice specifically tailored to their interests and needs. By building on the young person’s unique strengths and specific development areas, the long-term mentoring programmes prepare individuals to make a successful transition into employment, training or further education.

Schools Partnership



25,160 students reached

52%
male

47%
female

69%
BAME

85% of students improved their understanding of & developed the kind of skills employers are looking for

87% of students improved their knowledge of careers in construction & the built environment



1,408 industry volunteer hours donated

86 different industry partners provided volunteers for sessions

95% of volunteers feel more confident encouraging a young person to consider a career in construction & the built environment



801 teachers, parents and careers advisors reached

86% of influencers believed sessions changed the awareness & perception of vocational pathways, including apprenticeships

89% of influencers felt that the sessions challenged stereotypes associated with construction & the built environment

Schools Partnership

In 2019 the Trust engaged 67 schools across London and North Kent as part of our Schools Partnership programme. Through high-level engagements and classroom-based activities, the Trust reached 25,160 young people and 801 teachers, parents and careers advisors.

By building long-term relationships with schools and colleges, we are able to act as a trusted single point of contact and broker employer involvement across the built environment sector. This means more opportunities to coordinate diverse and meaningful interactions between young people and industry professionals, inspiring them about the world-of-work. With each partner school, the Trust delivers a tailored programme of employer engagement aligned to the Gatsby Benchmarks. Employer engagement activities seek to broaden career horizons, showcase relatable role models working in the sector, challenge industry stereotypes and support young people to achieve their career potential.

The support of our industry partners is instrumental to our ability to deliver programmes of employer engagement, with 921 industry professionals volunteering their time in 2019. Through specialist partnerships, such as our collaboration with L&Q on the Learning to Succeed programme, we have been able to work in a greater number of schools and reach a wider range of students. The relationships that are built with secondary schools and colleges through the Schools Partnership activities allow us to work closely with the school to identify the young people most at-risk of making unsuccessful post-16 and post-18 transitions. Once identified, these young people can be enrolled onto the Trust's world-of-work programmes that provide more targeted and longer-term support. By acting as a bridge between secondary schools and local employers, alongside facilitating bespoke programmes of meaningful employer engagement, the Trust ensures that young people aged 11-18 years old are aware of, and have access to, local employment and training opportunities.

Case study: Industry collaboration

Over the past two years, thanks to generous funding from the Colyer-Fergusson Charitable Trust, we have been working with five North Kent schools through our Schools Partnership programme. Strong relationships have been developed with the schools, and extra support has been given to Year 11 students as they begin to consider their post 16 options.

Towards the end of the academic year, the Trust facilitated an apprenticeship briefing for Year 11's with a local employer. Following the briefing, seven students applied to their Bricklaying Apprenticeship programme.

The local employer agreed to fast track all seven applicants to the assessment centre stage of the application process, due to their prior engagement with the Trust. All of the students were then asked to attend individual interviews, the final phase of the application process.

Throughout the daunting apprenticeship application process, the Trust team gave extra one-to-one support to the students in order to best prepare them for their upcoming assessments.

Five of the students were offered Bricklaying Apprenticeships, with the other two students placed on the first reserve list. Securing places against a hundred and seventy two applicants was a massive achievement.



World-of-Work Programmes



650 young people took part in world-of-work programmes

63%
male

37%
female

62%
BAME

74% of young people feel well prepared to take the next step to progress their education or career

83% of young people improved their understanding of alternative pathways, including apprenticeships, into careers



1,127 industry volunteer hours donated

77% of young people feel confident they have the skills needed to succeed in the workplace

69% of young people are more interested in a career in construction and the built environment



83% of young people made a successful transition into employment, education or further training*

* Based on our post programme monitoring and includes all young people we were able to contact

World-of-Work Programmes

In 2019, 650 young people took part in world-of-work programmes supported by industry partners, who donated a total 1,127 hours of their time.

The Trust's immersive world-of-work programmes have a target focus of young people facing barriers to employment, those at-risk of not achieving their career potential, and those at-risk of missing out on careers opportunities. We target this group of young people in order to level the playing field and give them equal access to the opportunities our sector offers. The ultimate aim of our programmes is to help young people progress on the journey to rewarding employment. Our programmes seek to give young people real experiences of the world of work by facilitating:

Inspirational role-models - each programme is supported by relevant industry volunteers who draw upon their own unique experiences to inspire our young people about their career options.

Employer-led engagements - by working alongside industry professionals, i.e. preparing a development pitch or on a construction project, young people experience an immersive insight into the world-of-work.

Work place or site experience – young people visit a live site or workplace to see the careers they are exploring in action. There is also the opportunity for young people to secure work experience placements with industry employers.

Employability masterclasses – whilst on our programmes, young people are held to the same standards as would be expected in the workplace, from their time keeping to their attitudes. From sessions ranging from mock interviews to career networking, young people develop and hone their employability skills.

Access to relevant opportunities – young people are supported into genuine training and job opportunities.

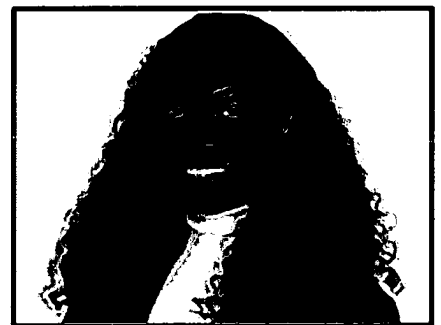
As well as being an invigorating insight into construction, the Trust's world-of-work programmes act as a springboard for young people into the next phase of their career journey.

Case study – Tiyaana, Budding Brunels

Tiyaana had always thought of construction careers as boring, male-dominated and labour intensive. However, Tiyaana had her interest piqued by a Construction Youth Trust assembly at her school and applied to attend our Budding Brunels programme.

As well as gaining a fresh insight into industry through the programme, Tiyaana had the opportunity to develop the skills employers look for by taking part in industry networking, mock interviews and presenting to a panel of industry professionals.

Tiyaana was inspired by the ingenuity of architectural structures as well as the opportunity to have a lasting, positive impact in her local community. The Trust team helped Tiyaana recognise that construction careers are not just for boys, build her confidence and supported her through the first steps of entering in the sector. Tiyaana is now a Commercial Apprentice and has already been assigned to a residential project worth over a billion pounds!



"I firmly believe in getting involved with Construction Youth Trust as they've supported me so much along my journey and hopefully can do the same for you."

Targeted Support Programmes

In September 2019, the Trust launched its first targeted support programme, a long-term individualised careers programme aimed at young people at risk of not making a successful post-16 transition. The 12 month employer-led programme is designed to reconnect Year 11 students with their learning by introducing them to the world of work and inspiring them about a wide range of career opportunities that they may not have previously considered. The aim is to help students who might not be suited to academic study as a post-16 route to explore alternative pathways suited to their individual strengths and interests, including apprenticeships.



The launch of this programme was reliant on successfully building relationships through the Schools Partnership programme in 2018/19. 11 schools were carefully selected to take part in the pilot year, and 81 students were enrolled onto the programme. Each student is paired with a Construction Youth Trust coach, who has worked with them to create an individual learning plan for the full academic year. The students take part in a variety of one-to-one and group activities, ranging from meet-the-apprentice sessions to application coaching and facilitated work experience.

The programme will be evaluated in full at the end of the 2019/20 academic year, but the testimonial below illustrates the impact the programme is already having:

"The work you have been doing with the students has had an amazing impact so far.

Academically, each student now has a focus and knows what grades and courses are needed to reach the next steps of their journeys.

The aspirations of each student have improved immensely. They are now actively talking about their futures and their attendance at school, along with behaviour for learning, have improved.

The most satisfying aspect of this coaching has been the fact that they now have alternative and relatable options, and are engaged and invested."

Patrick Egbuchiem, Head of Year 10/11 - Behaviour Mentor, Compass School Southwark



"He got stuck in, worked hard and chatted away to the team. He just fitted right in. He's a little super star in the making!"
Apprenticeship Coordinator

Case study – Jack

We met Jack at the end of Year 10 when he took part in a 2 day world-of-work programme at his school, Pimlico Academy, before being referred onto our targeted coaching programme.

Known for being boisterous and outspoken, Jack finds the classroom learning environment frustrating. However, when immersed in real life work scenarios, Jack flourishes. The Trust arranged a week of work experience with a local employer. The week was a resounding success and Jack had an absolute blast working with the team.

The local employer have invited Jack to return for another placement and guaranteed him an interview for their apprenticeship programme at the end of his Year 11 studies. With his goal in sight, Jack is on track to secure an extremely successful post 16 destination.

CITB Projects

In 2019, the Trust delivered three major programmes financially supported by the Construction Industry Training Board (CITB):

Higher Level and Degree Apprenticeship Project – Delivered in partnership with Kier, the project piloted employer engagement activities and individual support to highlight potential new entrant apprentices, with a priority focus on under-represented groups, including women, BAME groups and those from lower socio-economic backgrounds. Following the success of the programme, the Higher Level and Degree Apprenticeship programme has become integral to the Trust's work and is offered to young people in Year 13s attending partner schools.

Contextualised Curriculum – Delivered in partnership with the London Regional Construction Training Group, the project created a suite of resources, now available online, for the use of industry ambassadors, teachers and careers advisors that contextualise learning with workplace examples and raise the profile and desirability of careers in construction and the built environment in secondary schools.

Building Young Lives Through Construction Careers project – As part of the CITB Pathways into Construction programme, over the next three years the Trust will work with industry, prioritising SMEs and the supply chain, and other partners to identify the most effective ways of supporting young people into sustainable employment in the construction and built environment sector. The project will specifically focus on young people who are NEET (not in education, employment or training) and FE construction diploma college leavers.

By the end of the project, the Trust aim to build a network of industry employers, partner referral organisations and training/FE providers that will continue to work together to support young into sustainable employment within industry.



Structure, Governance and Management

Governing Documents

The Trust is constituted as a charitable Company Limited by Guarantee and, although operating as a charity since 1961, it was formally constituted as a company under Memorandum and Articles of Association 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.

Recruitment of Trustees

Recommendations for the recruitment of new Trustees are overseen by the Nominations Committee, a committee of the Board of Trustees, in the first instance. The Nominations Committee carries out a review of the skills and experience of the current Board and, taking into account impending retirements, establishes a set of priorities for the recruitment process. Trustees are invited to put forward suggestions to meet these priorities for consideration and due diligence by the Nominations Committee. All appointments are referred for approval by the Board in accordance with current best practice.

Trustee induction and training

New Trustees undergo an orientation session 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 as required.

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, good governance and the upholding of its objects. The Board delegates more operational matters to the Resources and Governance sub-committee who report back to full board quarterly.

The Chairman, Chief Executive Officer, Programmes Manager and Partnerships Manager are in attendance at the Resource and Governance committee. The Chairman and Chief Executive Officer are invited to attend the Nominations Committee as appropriate. The operational activities of the Trust are managed by the Executive. The quality and effectiveness of the Trust's programmes is overseen by the Resources and Governance Committee in accordance with Terms of Reference and delegated powers agreed by the Board of Trustees.

Key personnel pay and remuneration

A pay review takes place each year and is overseen by members of the Resource and Governance Committee who make recommendations to the Board. Pay awards are based on any annual cost of living increase approved by the Board, individual performance in the role, market comparisons and affordability.

Related Parties

The Trust monitors related party transactions by requiring all Trustees to complete a declaration of interests form. In 2019 the Trust identified a number of related party transactions which the Trust has reported within the 2019 published accounts. Further details are disclosed in note 7 of the financial statements.

Major Risks

The Executive manages and maintains a register of all known major risks. This is updated and reviewed on a regular basis by the Resource and Governance Committee and the Board and includes appropriate mitigation against a risk occurring or action to be taken should a risk occur. The Trust has identified a number of risks to the organisation including key risks which are given in the table below.

Key Risk	Mitigating actions
COVID19 particularly impact on income required to maintain existing and future activities	<ul style="list-style-type: none"> Working with existing funding partners to develop alternative delivery plans in response to social distancing guidelines and school closures Cost management/reduction programme to ameliorate financial impact including furloughing staff where appropriate Reverse stress test to demonstrate sufficient resources/reserves to maintain viability Investing in new programme development focused on technological solutions to remote-access delivery
Safeguarding and/or Health & Safety failures	<ul style="list-style-type: none"> Mr Russell Taylor appointed as second Designated Trustee with specific safeguarding responsibility to manage transition as Mr John Abbott is due to retire in October Review policies annually Safeguarding and Health & Safety training for all staff Pro-active safeguarding team and staff working group established
Loss of Key staff and/or inability to recruit sufficient quality staff to meet business requirements at an affordable cost	<ul style="list-style-type: none"> Strengthen management structure to reduce reliance on a small number of staff Close monitoring of pricing strategy to ensure staff costs are adequate Quarterly review of staffing by Resources & Governance meeting to pre-empt any issues Remuneration strategy
Failure to meet funders/contractual obligations	<ul style="list-style-type: none"> Close monitoring of performance against contractual Key Performance Indicators, overviewed by CEO Oversight of any contracts over £50,000 by the Resource & Governance Committee
Potential impacts of Brexit	<ul style="list-style-type: none"> Continuing to maintain diverse income streams No direct EU funding currently, and any potential application would be considered carefully Additional due diligence on potential new employees

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.

Financial Review

Accounting Policies

The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities (FRS 102)' issued in 2015 in preparing the annual report and financial statements of the charity.

Results for the year

The total income for the Trust in 2019 was £1,409,937 (2018: £1,063,614) including donations in kind of £124,016 (2018: £151,063). The overall surplus for the year was £272,062 (2018 surplus: £162,343).

Reserves

At the end of 2019 the Trust had a total of £547,563 free reserves, not including £216,011 of Trustees' designated funds.

To protect the charity and its charitable services against risk, the Trustees have agreed a policy of holding a minimum of six months' operating costs as reserves, made up of both the free reserve and the designated funds. Designated funds are funds set aside by the Trustees to cover future delivery of existing projects and commitments. The Trustees consider having at least 6 months funding secured gives the Trust sufficient scope to respond to a changing funding landscape and to ensure the orderly management of any unplanned closure. However, the Trustees have agreed that a close monitoring regime will be put in place if, within the 6 months policy, the free reserves fall below 4 months' operating costs.

The free reserves at the 2019 year end represent the equivalent of almost 6 months' operating costs, while the free reserves and designated funds combined represent the equivalent of 8 months' operating costs.

Investment Policy and Performance

The Trustees' Resource and Governance Committee has considered the most appropriate policy for investing funds and has over the year agreed to continue to spread its investments to reduce risk. Its funds are currently invested in a combination of COIF Charities Deposit Fund, a fixed term account with Virgin Money and 125 day notice savings account with Nationwide.

Plans for Future Periods

COVID-19 has had a significant impact on Construction Youth Trust's day-to-day operations. The lockdown has meant school closures and a suspension of face-to-face activities from March 2020. However, the Trust has responded by developing online sessions and remote-access programmes and is therefore continuing to actively support young people, albeit differently and at a lower level than had been planned for this period. The Trust anticipates that face-to-face work, in line with Government guidelines around social distancing, will recommence by autumn 2020 and hopes to have returned to normal operations by January 2021. The lockdown has enabled the Trust to establish new ways of working using technology, such as digital sessions and online coaching, which are expected to continue beyond lockdown. The Trust remains focused on its 3 year Business Plan (2018-2020) priorities which include:

- Establishing 'hubs' in areas affected by multiple deprivation with an anticipated high demand for construction related skills
- Developing long-term partnerships with schools in these areas, prioritising those with a high proportion of pupils facing lack of opportunity
- Raising awareness of and inspiring young people about career opportunities in construction and built environment
- Facilitating meaningful encounters with world of work that support young people to develop their aspirations and progress into rewarding careers
- Recruiting young people on an industry-led programme that develops their work-readiness and supports them to achieve their career aspirations, prioritising young people most likely to miss out
- Offering targeted training & support to young people who are at significant risk of not making a successful post-school transition, or who are already are NEET (not in education, employment or training), to help them overcome barriers and progress towards a good job

Over 2020, the Trustees will review progress against the current 3 year Business Plan and build on this to develop strategy and plans from 2021 onwards, taking into account the long-term impact of COVID-19.

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

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 Charity at the end of the financial year and of its surplus or deficit for the financial year. In doing so the Trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make sound judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards and Statements of Recommended Practice have been followed subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation

The Trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time, the financial position of the Charity and enable them to ensure the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the Charity and hence, 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.

Approved by the Trustees and signed on their behalf by:

A handwritten signature in black ink, appearing to read 'Andy Wates', is written over a solid black horizontal line.

Andy Wates, Chairman

Dated: 1st June 2020

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Independent auditor's report to the members of Construction Industry Trust for Youth

Opinion

We have audited the financial statements of Construction Industry Trust for Youth (the 'charity') for the year ended 31 December 2019 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2019 and of 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.

Basis for opinion

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

Emphasis of matter – Impact of the outbreak of COVID-19 on the financial statements

In forming our opinion on the charity financial statements, which is not modified, we draw your attention to the trustees' view on the impact of the COVID-19 as disclosed on page 3 & page 15, and the consideration in the going concern basis of preparation on page 23 and non-adjusting post balance sheet events on page 27.

Since the balance sheet date there has been a global pandemic from the outbreak of COVID-19. The potential impact of COVID-19 became significant in March 2020 and is causing widespread disruption to normal patterns of business activity across the world, including the UK.

The full impact following the recent emergence of the COVID-19 is still unknown. It is therefore not currently possible to evaluate all the potential implications to the charity's activities, customers, suppliers and the wider economy.

Conclusions relating to going concern

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

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

Other information

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

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

We have nothing to report in this regard.

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Independent auditors report to the members (continued)

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper 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 specific by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the Small Companies regime and take advantage of the Small Companies' exemption in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on pages 15, the trustees (who are also the directors of the charitable company 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, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Use of the audit report

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.

Signed: 

Nicola Wakefield (Senior Statutory Auditor)
for and on behalf of Mazars LLP
Chartered Accountants and Statutory Auditor
6 Sutton Plaza, Sutton Court Road, Sutton, Surrey, SM1 4FS

Date: 12 June 2020

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Statement of Financial Activities for the year ending 31 December 2019 (including income & expenditure account)

Notes	2019				2018			
	Unrestricted Funds	Designated Funds	Restricted Funds	Total	Unrestricted Funds	Designated Funds	Restricted Funds	Total
	£	£	£	£	£	£	£	£
Income from								
<i>Donations and legacies</i>								
Donations & grants	97,009	-	-	97,009	111,033	-	-	111,033
Donated services and facilities	3 124,016	-	-	124,016	151,063	-	-	151,063
<i>Other trading activities</i>								
Fundraising income	2 6,634	-	-	6,634	780	-	-	780
<i>Charitable activities</i>								
Project specific income	4 18,197	203,216	957,588	1,179,001	10,895	315,241	472,159	798,295
<i>Bank interest</i>								
Interest receivable	3,277	-	-	3,277	2,443	-	-	2,443
Total income	249,133	203,216	957,588	1,409,937	276,214	315,241	472,159	1,063,614
Expenditure on								
<i>Charitable activities</i>	5 140,855	199,176	797,844	1,137,875	320,483		423,598	901,271
Total expenditure	140,855	199,176	797,844	1,137,875	320,483		423,598	901,271
Net income/(expenditure)	108,278	4,040	159,744	272,062	(5,242)		48,561	162,343
Transfers between funds	13 (2,317)	1,445	872	-	103,338		635	-
Net movement in funds	105,961	5,485	160,616	272,062	98,096		49,196	162,343
Fund balances brought forward	441,602	210,526	154,424	806,552	112,430		105,228	644,209
Fund balances carried forward	547,563	216,011	315,040	1,078,614	210,526		154,424	806,552

The charity has no recognised gains or losses other than the above reported movements.

There were no discontinued activities in the current or preceding year.

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Company number: 04461612

Balance Sheet as at 31 December 2019

	Notes	2019		2018	
		£	£	£	£
Current Assets					
Debtors	9	128,969		254,670	
Cash at Bank and in Hand		<u>1,175,133</u>	1,304,102	<u>666,357</u>	921,027
Creditors					
Amounts falling due within one year	10		(225,488)		(114,475)
NET ASSETS			<u>1,078,614</u>		<u>806,552</u>
Reserves	12,13				
Unrestricted Funds			547,563		441,602
Designated Funds			216,011		210,526
Restricted Funds			315,040		154,424
TOTAL FUNDS			<u>1,078,614</u>		<u>806,552</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 1st June 2020 and signed on their behalf by:



Andy Wates (Chairman)

CONSTRUCTION INDUSTRY TRUST FOR YOUTH
Statement of Cash Flows for the year ending 31 December 2019

	2019 £	2018 £
Cash provided by operating activities	505,499	63,791
Cash flows from investing activities		
Interest income	<u>3,277</u>	<u>2,443</u>
Cash flows from investing activities	<u>3,277</u>	<u>2,443</u>
Increase in cash and cash equivalents during the year	508,776	66,234
Cash and cash equivalents as at 1 January	666,357	600,123
Cash and cash equivalents as at 31 December	1,175,133	<u>666,357</u>

(i) **Reconciliation of net movement in funds to cash used in operating activities**

	2019 £	2018 £
Net movement in funds	272,062	162,343
Deduct interest income shown in investing activities	(3,277)	(2,443)
Decrease/(Increase) in debtors	125,701	(144,892)
Increase in creditors	111,013	48,783
Net cash provided by operating activities	<u>505,499</u>	<u>63,791</u>

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Notes to the Financial Statements for the year ending 31 December 2019

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of accounting

The financial statements have been prepared under the Companies Act 2006 and in accordance with the Charities Statement of Recommended Practice (Charities SORP (FRS 102)) and Financial Reporting Standard 102 (FRS 102). The financial statements are drawn up on the historical cost basis of accounting. The financial statements are prepared in sterling rounded to the nearest pound.

Construction Industry Trust for Youth meets the definition of a public benefit entity under FRS 102.

Income

Donations, grants and legacies

Donations, grants and gifts (including legacies) are included in the Statement of Financial Activities (SOFA) when the charity has entitlement to the income, it is probable the income will be received and the amount of income receivable can be reliably measured. Where funding is related to the delivery of performance by the charity, it is recognised only once that specific performance has been delivered 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 business volunteers are not included unless the employer has provided quantifiable estimates of each employee's time and rates of pay.

Other trading activities

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

Charitable activities

Project specific income is recognised when the charity becomes unconditionally entitled to the funding. Where funding is related to the delivery of performance by the charity, it is recognised only on delivery of that specific performance by the charity.

Bank interest

Bank interest is included on an accruals basis as it becomes receivable.

Expenditure

Expenditure is accrued as soon as a liability is considered probable, discounted to present value for longer term liabilities.

Raising 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 and overheads (based on staff time).

Central support costs are also included in charitable activities to reflect those expenses that cannot be directly 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 costs are also included in charitable activities and comprise the audit fee for the year.

CONSTRUCTION INDUSTRY TRUST FOR YOUTH

Notes to the Financial Statements for the year ending 31 December 2019

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 set aside by the trustees to ensure delivery of existing projects and/or commitments is covered.

Restricted funds are subject to restrictions on expenditure imposed by the donor or through the terms of an appeal or funding request and may not be used for other purposes without specific permission.

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.

Going concern

The trustees have taken a prudent approach to updating financial forecasts to respond to the impact of COVID-19, factoring in potential reductions in future funding. Given the level of funds in hand and forecast cashflows, as well as mitigating actions that the Trust can take to reduce expenditure, the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern over the next 12 months.

Fixed assets

The trust only capitalises individual assets costing over £2,000. Items with a useful economic life in excess of one year that cost less than this de-minimis are expensed in the year of purchase as part of the charitable expenditure of the organisation.

Debtors

Trade debtors and other debtors are included at the settlement amount due. Prepayments are carried at the amount prepaid.

Cash at bank and in hand

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

Creditors and provisions

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

Financial instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

CONSTRUCTION INDUSTRY TRUST FOR YOUTH
Notes to the Financial Statements for the year ending 31 December 2019

2 Fundraising

	2019 £	2018 £
Fundraising income		
General Events	6,634	780
	<u>6,634</u>	<u>780</u>
Raising funds		
General Events	-	-
	<u>-</u>	<u>-</u>
Surplus/(deficit) on fundraising		
General Events	6,634	780
	<u>6,634</u>	<u>780</u>

3 Donated services and facilities

	2019			2018
	Unrestricted Funds	Designated Funds	Restricted Funds	Total
	£	£	£	£
Use of facilities	-	-	-	-
	<u>124,016</u>	<u>-</u>	<u>-</u>	<u>124,016</u>
	124,016	-	-	124,016
	<u>124,016</u>	<u>-</u>	<u>-</u>	<u>124,016</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

	2019			2018
	Unrestricted Funds	Designated Funds	Restricted Funds	Total
	£	£	£	£
Budding Brunels	-	8,910	75,000	83,910
Budding Builders (England)	18,197	-	159,780	177,977
Budding Builders (Wales)	-	-	-	-
CITB Apprenticeships Project	-	-	84,812	84,812
CITB Contextualised Curriculum Project	-	-	116,750	116,750
CITB Ex-offenders Project	-	2,006	-	2,006
CITB Pathways	-	-	18,750	18,750
CRM Development	-	-	-	-
L&Q Learning to Succeed	-	162,300	-	162,300
Schools Partnership & Place Based Programmes	-	30,000	502,496	532,496
	<u>18,197</u>	<u>203,216</u>	<u>957,588</u>	<u>1,179,001</u>
	18,197	203,216	957,588	1,179,001
	<u>18,197</u>	<u>203,216</u>	<u>957,588</u>	<u>1,179,001</u>

CONSTRUCTION INDUSTRY TRUST FOR YOUTH
Notes to the Financial Statements for the year ending 31 December 2019

5 Charitable activities

	2019			2018
	Unrestricted Funds	Designated Funds	Restricted Funds	Total
	£	£	£	£
Grant Commitments				
Individual grants and bursaries	-	877	9,266	10,143
Community Based Projects				
Donated services and facilities	124,016	-	-	124,016
Bad debt provision	-	-	-	65
Education, training, skills & materials	168	5,467	28,313	55,241
Programme staff	-	95,408	372,059	314,653
Other staff	-	34,349	138,071	127,443
Office costs	3	29,186	85,416	89,116
PR, marketing & events	-	-	-	205
Travel & subsistence	-	2,028	5,512	7,962
Recharge to projects	-	31,733	140,070	142,842
	124,187	198,171	769,441	888,590
Support and Governance Costs				
Central staff costs	67,525	4,743	14,522	58,887
Central office costs	61,448	-	-	44,292
Central overheads	52,530	-	-	39,225
Indirect programme recharge	-	(4,615)	4,615	-
Recharge to projects	(171,803)	-	-	(142,842)
Audit fees	9,968	-	-	6,598
	16,668	128	19,137	6,160
	140,855	199,176	797,844	901,271

6 Staff costs

	2019	2018
	£	£
Wages & salaries	637,909	444,112
Social security costs	61,597	31,904
Pension costs	27,171	19,681
Redundancy Pay	-	5,286
	726,677	500,983
Average number of employees in the year (full-time equivalent):	20	13
Average number of employees in the year (head count):	20	13
The number of employees whose emoluments as defined for taxation purposes amounted to over £60,000 in the year was as follows: £80,000 - £90,000	1	1
Contributions for the provision of a defined contribution pension scheme amounting to £5,955 (2018: £5,810) were paid by the charitable company for this employee.		
The total remuneration of the key management personnel of the charity listed on page 1, were as follows:		
	2019	2018
	£	£
Wages & salaries	186,251	171,750
Pension costs	11,115	10,316
	197,366	182,066

7 Related party transactions

The key management personnel of the charity are considered to be related parties and the total employee benefits are set out in Note 6 above. The trustees are not remunerated. A total of £nil (2018: £nil) was reimbursed to 0 (2018: 0) trustees for travel and expenses incurred in the performance of their duties as trustees.

The Trust benefitted from premises provided by Grosvenor Ltd free of charge until 12 March 2019. The estimated value of this transaction was £24,716 (2018: £127,063). From 13 March 2019, rent was paid to Grosvenor Ltd at a reduced rent totalling £43,447. The difference between the reduced rent and the full rent is £62,500. The Trust also received income of £15,000 (2018: nil). Mr S Brewer is a senior manager of Grosvenor Ltd and a Trustee of Construction Youth Trust.

The Trust received income of £14,000 (2018: £15,000) for the Schools Programme from Wates Family Enterprise Trust, of whom Mr A Wates is a director.

The Trust received income of £nil for Budding Brunels from Scape (2018: £15,000), of whom Ms V Brambini was a director until 31 December 2018.

The Trust paid £1,800 (2018: £9,600) to KPMG for VAT and advisory services, which was a transaction at arms length. Mr W Meredith is a Trustee of Construction Youth Trust and a partner at KPMG.

The Trust also received income of £16,800 (2018: £31,200) for the Schools Programme from Barking and Dagenham. Mr R Taylor is a director of Barking and Dagenham School Improvement Partnership. Mr R Taylor is also the Headteacher of Robert Clack School, which is a recipient of Construction Youth's School Partnership programmes.

CONSTRUCTION INDUSTRY TRUST FOR YOUTH
Notes to the Financial Statements for the year ending 31 December 2019

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 £27,171 (2018: £19,681) were charged to the statement of financial activities as they accrued. At the year end a total liability of £nil (2018: £nil) was included within creditors.

9 Debtors

	2019 £	2018 £
Trade debtors	70,031	158,424
Other debtors	6,988	10,328
Prepayments and accrued income	<u>51,950</u>	<u>85,918</u>
	<u>128,969</u>	<u>254,670</u>

10 Creditors

	2019 £	2018 £
Trade creditors	6,234	2,062
Accruals	16,325	29,269
Deferred income	171,000	58,805
Tax & other social security	18,175	12,829
Other creditors	<u>13,754</u>	<u>11,510</u>
	<u>225,488</u>	<u>114,475</u>

Deferred income is made up of 3 grants (2018: 3 grants) relating to projects and events to be undertaken in the next year which have been invoiced and/or received before the year end.

11 Operating leases

The total future minimum lease payments under non-cancellable operating leases are payable:

	2019 £	2019 £	2018 £	2018 £
	Buildings	Other	Buildings	Other
In less than one year	9,000	3,673	10,561	3,673
Between one and five years	-	-	-	3,673
	<u>9,000</u>	<u>3,673</u>	<u>10,561</u>	<u>7,346</u>

The operating lease charges for the year were:

	2019 £	2018 £
Buildings	61,048	42,244
Other	<u>6,979</u>	<u>7,342</u>
	<u>68,027</u>	<u>49,586</u>

12 Analysis of net assets between funds

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £
Current Assets	617,051	322,011	365,040	1,304,102
Current Liabilities	<u>(69,488)</u>	<u>(106,000)</u>	<u>(50,000)</u>	<u>(225,488)</u>
	<u>547,563</u>	<u>216,011</u>	<u>315,040</u>	<u>1,078,614</u>

CONSTRUCTION INDUSTRY TRUST FOR YOUTH
Notes to the Financial Statements for the year ending 31 December 2019

13 Fund analysis

	B/f funds £	Income £	Expenditure £	Interfund Transfers £	C/f funds £
Unrestricted Funds					
National	441,602	249,133	(140,855)	(2,317)	547,563
	<u>441,602</u>	<u>249,133</u>	<u>(140,855)</u>	<u>(2,317)</u>	<u>547,563</u>
Designated Funds					
Budding Brunels	2,960	8,910	(12,284)	414	-
Budding Builders (Wales)	247	-	(437)	190	-
CITB Ex-offenders Project	-	2,006	(2,847)	841	-
L&Q Learning to Succeed	65,940	162,300	(158,774)	-	69,466
National	98,750	-	(5,287)	-	93,463
Schools Partnership	42,629	30,000	(19,547)	-	53,082
	<u>210,526</u>	<u>203,216</u>	<u>(199,176)</u>	<u>1,445</u>	<u>216,011</u>
Restricted Funds					
Budding Brunels	36,637	75,000	(91,524)	430	20,543
Budding Builders (England)	19,451	159,780	(124,925)	104	54,410
CITB Apprenticeships Project	(52)	84,812	(84,928)	-	(168)
CITB Contextualised Curriculum Project	(56)	116,750	(115,405)	-	1,289
CITB Pathways Project	-	18,750	(19,011)	-	(261)
CRM Development	16,160	-	(16,173)	13	-
Schools Partnership	82,284	502,496	(345,878)	325	239,227
	<u>154,424</u>	<u>957,588</u>	<u>(797,844)</u>	<u>872</u>	<u>315,040</u>
Total Funds	<u>806,552</u>	<u>1,409,937</u>	<u>(1,137,875)</u>	<u>-</u>	<u>1,078,614</u>

The following donation is included within Unrestricted Funds:

Garfield Weston	-	25,000	(25,000)	-	-
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The following donations are included within Restricted Funds:

Sir John Cass's Foundation	-	30,000	(10,847)	-	19,153
National Lottery Community Foundation	-	85,625	(36,789)	-	48,836
The Walcot Foundation	-	25,000	(6,312)	-	18,688
East End Community Foundation	-	6,000	(2,005)	-	3,995
Colyer-Fergusson Charitable Trust - Kent	-	-	-	-	-
Schools Partnership	35,103	50,000	(47,278)	-	37,825
Colyer-Fergusson Charitable Trust - Investing	-	-	-	-	-
in Rehabilitation	-	47,750	(16,461)	-	31,289

National - includes the costs of managing the charity that are shared across all projects. It includes staff and financial management, governance, administration, marketing and fundraising.

Budding Brunels - immersive programmes that introduce 16-18 year olds to a range of professional roles in construction and the built environment.

Budding Builders (England) & (Wales) - practical programmes that introduce hard-to-reach young people to skilled trades and Health & Safety in a construction environment.

CITB Apprenticeships Project - is the CITB funded project to raise awareness of Higher Level & Degree Apprenticeships as an earn-and-learn alternative to full-time education as a route to construction & the built environment careers. Small deficit balance relates to an on-going project with further income to be received in 2020.

CITB Contextualised Curriculum Project - is the CITB funded project to develop school resources that contextualise the school curriculum and inspire and inform young people about construction & the built environment careers.

CITB Pathways Project - is the CITB funded project to support unemployed and vulnerable young people into jobs in the construction industry. Small deficit balance relates to an on-going project with further income to be received in 2020.

CITB Ex-offenders Project - is the CITB funded 'Clean Slate' project that establishes clear pathways for ex-offenders into construction training and employment in Wales.

CRM Development - project to develop a CRM and IT system to support the work and programmes of the charity.

Schools Partnership - programme building long-term relationships with schools and developing with them bespoke programmes of cross-industry employment engagement that supports the needs and aspirations of their pupils.

L&Q Learning to Succeed - is the L&Q partnership project offering STEM and careers education sessions to 30 schools across London.

Transfers

The various transfers to restricted funds have been made to clear deficits arising on specific projects. Where necessary funds have been transferred from unrestricted funds to clear any other amounts.

14 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 13 (2018: 10).

As a registered charity, no taxation on the charitable activities of the entity is due.

15 Post balance sheet events

Subsequent to the charity's year end, the scale and spread of COVID-19 (coronavirus) virus worldwide, and the actions taken by the Government, have caused and will continue to cause some disruption to the charity's activities, for example delivery in schools and face to face programmes. The Trustees are monitoring the situation very closely and are considering how best to respond to the emerging issues.

The Trustees regard the impact of Covid-19 as a non-adjusting post balance sheet event. No adjustments have therefore been made to the financial statements as at 31 December 2019.