

**CONSTRUCTION  
YOUTH TRUST**

**CONSTRUCTION INDUSTRY  
TRUST FOR YOUTH**

(A company limited by guarantee)

**REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDING  
31 DECEMBER 2020**

Company Number: 04461612  
Charity Number: 1094323



# **CONSTRUCTION INDUSTRY TRUST FOR YOUTH**

(A company limited by guarantee)

## **CONTENTS**

	<b>Page</b>
Statutory Information	1
Annual Report of the Trustees	2-14
Independent Auditor's Report	15-17
Statement of Financial Activities	18
Balance Sheet	19
Statement of Cash Flows	20
Notes to the Financial Statements	21-26

# CONSTRUCTION INDUSTRY TRUST FOR YOUTH

## Statutory Information for the year ending 31 December 2020

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### Patron

HRH The Duke of Gloucester KG GCVO

### Chairman

Robert Edward T W McAlpine

### Trustees & Directors

John Abbott (resigned on 1 October 2020)

Mathew Baxter

Manon Bradley

Victoria Brambini

Steve Brewer

Katrina Dowding

Assad Maqbool

Robert Edward T W McAlpine

William Meredith

Holly Price

Mark Southwell

Russell Taylor

Andy Wates (resigned on 1 June 2020)

### Key Management Personnel

Carol Lynch

Liam Slinye

Thomas Glover

Chief Executive

Head of Programmes (to 31 July 2020)

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](mailto:hello@constructionyouth.org.uk)

Website:

[www.constructionyouth.org.uk](http://www.constructionyouth.org.uk)

Company Registration Number

04461612

Charity Registration Number

1094323

### Auditors

Mazars LLP

2nd Floor

6 Sutton Plaza

Sutton Court Road

Sutton

Surrey

SM1 4FS

### Accountants

Jacob Cavenagh & Skeet

5 Robin Hood Lane

Sutton

Surrey

SM1 2SW

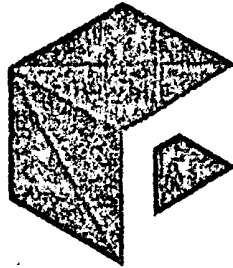
### Bankers

Lloyds Plc

34 Moorgate

London

EC2R 6DN



# CONSTRUCTION YOUTH TRUST

Annual Report of the Trustees for the year ended  
31<sup>st</sup> December 2020



## 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 2020.

My first year as Chairman of Construction Youth Trust has coincided with one of the most extraordinary periods in our history as we all pulled together to respond to the global pandemic. I believe the crisis has made the work of the Trust more important than ever. While the health implications of COVID-19 have disproportionately affected older people in a heart-breaking way, the long-term impact is likely to have a scarring effect on the economic and employment prospects of the younger generations. For those young people already facing barriers to employment before the outbreak of COVID-19, the pathway into work has become substantially more complex and difficult.

In response to the initial lockdown in March 2020, the Trust team mobilised rapidly to adapt our delivery to remote media in order to meet social distancing requirements. Our first concern was to ensure we were able to continue engaging and supporting young people, especially those most affected by the pandemic restrictions. To ensure no young person was left digitally isolated, we secured urgent funding from the London Community Response Fund to establish a laptop loan scheme enabling those young people without access to devices or the internet to participate in our online programmes. Despite the trials of 2020, we still managed to reach 15,794 young people through our programmes and activities. Out of challenge comes innovation and the opportunity to develop new ways of working. Through our increased use of technology, we have now developed exciting ways of effectively combining digital and face-to-face engagement that we could not have imagined before the pandemic.

I am particularly pleased that the pandemic has not prevented us from making progress on our newly established programme of longer-term targeted support. Following our initial pilot which started in 2019 involving 81 young people, last year we supported 392 young people through a bespoke programme of one-to-one support and small group engagements. An important strategic priority for the Trust is to help young people who face the most significant barriers to working life achieve their full career potential by offering sustained and wraparound long-term support. As well as targeting those young people who have fallen out of education or employment, we work in close liaison with our school and college partners to identify students at significant risk of not making successful post 16/18 transitions.

Our growing network of partners has been crucial in helping us to navigate the past year with success. I would like to thank you all for your unwavering support through the challenges of 2020. We have been overwhelmed by the trust, flexibility and understanding shown by our funding partners. As always, our industry partners have been incredible in the invaluable role they play by supporting young people to overcome barriers and progress into rewarding careers. Despite social distancing, over 400 volunteers and role models from industry supported our programmes and activities, helping us to prepare young people for the world of work, introduce them to the full breadth of opportunities offered by industry and challenge misconceptions surrounding the modern construction and built environment sector. Whether you have volunteered, funded the Trust's work or helped place a young person in an opportunity, I thank you wholeheartedly for your support in 2020.

As we look forward, a cornerstone of our strategic plan for the next 3 years is to build on our industry networks and connect even more young people to genuine opportunities for education, training and employment within the construction and built environment sector. I am reminded of the Trust's historic pledge made upon our initiation in 1961 to support young people with 'no restrictions of class, creed, colour or sex' and this remains as true today as ever. We place a particular focus on those who face barriers to employment and young people from disadvantaged or underrepresented groups who, through no fault of their own, miss out on opportunities. I have been heartened by the sector's commitment, despite the difficulties, to continue encouraging the next generation of diverse young talent and investing in the emerging leaders who will build the future.

Signed by the Chairman, R Edward T W McAlpine

*Edward McAlpine*

Edward McAlpine (Jun 15, 2021 12:16 GMT+1)

Date: 28 May 2021

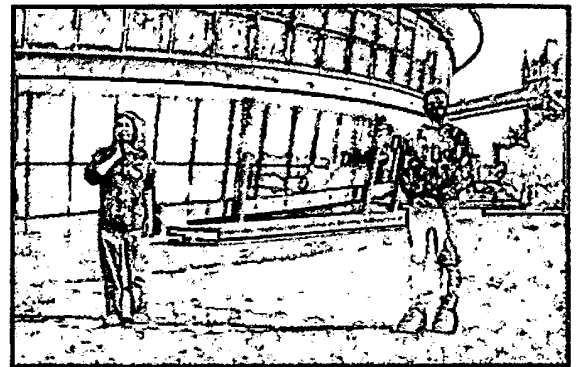
## Objects

The Trust's Charitable 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 disadvantaged backgrounds, those who face barriers to employment and/or young people from underrepresented groups who miss out on opportunities. 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 2020, the Trust reached 15,794 young people. Our ability to continue to support a significant number of young people, despite the challenges presented by the COVID-19 pandemic, is due in large part to the key tenets that underpin our strategy and unique approach:

**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 STEM industries like construction, such as young women.

Throughout the year, the Trust worked to achieve its mission in 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 mentoring 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.

## COVID-19 Response

The COVID-19 pandemic was undoubtedly the greatest challenge Construction Youth Trust faced in 2020. To ensure that the young people on our programmes were not left alone or isolated during lockdown, we quickly and efficiently converted our activities to be accessible online. Where face-to-face was possible, we adapted our delivery and practical content in line with Government guidelines ensuring we were COVID secure.

### Innovating in times of change

As part of our COVID-19 response:

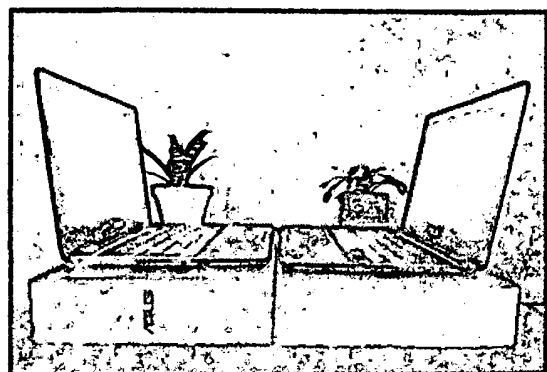
**5,752 young people engaged in online school, employability and careers networking sessions -** For young people on the brink of their career journeys, meaningful employer engagements are pivotal in increasing young people's confidence when making decisions about their next steps. We were determined that our online sessions remained employer-led, with industry volunteers engaging virtually so that no young person missed out on the opportunity to benefit from meaningful employer engagement.



**68 young people signed up for our July digital World of Work experience, replacing traditional Year 10 Work Experience -** For many young people a work experience placement is their first taste of the working world and too many young people lost out on the opportunity to attend a placement due to the pandemic. Over 5 days young people were introduced to a diverse range of industry roles and given a practical insight into digital careers within the built environment.

**272 young people participated in our new, innovative online Level 1 Health & Safety & CSCS card course –** Across an 11 day online programme, participants engaged with dynamic live webinars combining quizzes, polls, videos and expert delivery as they completed their Level 1 Health & Safety qualification and prepared to take their CSCS card test. As well as attending comprehensive webinars, all young people were gifted with the CSCS test app to enable them to continue their practice on their own after the online sessions end.

**67 disadvantaged young people have accessed our laptop loan scheme -** We secured urgent funding from the London Community Response 'Delivering Differently' Fund to form an effective 30 strong laptop loan scheme enabling those young people without access to devices or the internet to be able to participate in online programmes. The funding also covered 5 Zoom webinar accounts for Trust staff, access for young people to well-being resources and additional online CSCS revision webinars.





## Schools Partnership



**14,694 students reached**

**54%**  
**male**

**46%**  
**female**

83% of students improved their understanding of & developed the kind of skills employers are looking for

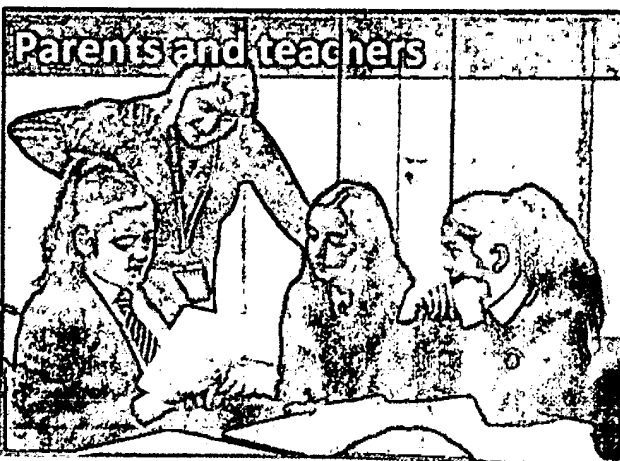
85% of students improved their knowledge of careers in construction & the built environment



**885 industry volunteer hours donated**

398 industry volunteers engaged in employer-led sessions across our school partners

'Through Construction Youth Trust's school contacts I've been able to bust the myths about us being a dangerous and low paid profession'  
Huw Collings, Apprenticeships Manager



**232 teachers, parents and careers advisors reached**

73% of influencers believed sessions improved the awareness and perception of vocational pathways, including apprenticeships, into work

83% of influencers felt that the sessions challenged stereotypes associated with construction & the built environment

## Schools Partnership

In 2020, the Trust engaged 66 schools across London and North Kent as part of our Schools Partnership programme. Through high-level engagements and classroom-based activities, delivered face-to-face, remotely and online, the Trust reached 14,694 young people and 232 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 construction and 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 885 hours of industry volunteer time being donated in 2020. Through specialist partnerships, such as our collaboration with L&Q on the Learning to Succeed programme delivered in 30 London schools, 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 our Schools Partnership activities allow us to work closely with the school team to identify the young people most at-risk of not making successful post-16 and post-18 transitions. Once identified, these young people are invited to enrol 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 are aware of, and have access to, local employment and training opportunities.

### Case study: Muaaz

We met Muaaz when he was in Year 12. He knew he was interested in working within construction, but he didn't know how to get involved especially as he recognised that the traditional university route wasn't for him.

After attending one of our Apprenticeship Masterclass sessions, Muaaz set his sights on a higher level apprenticeship in Civil Engineering. The 'earn and learn' route really appealed to Muaaz and he threw himself into our Higher Level and Degree Apprenticeship programme to ensure he was as well-prepared as possible when making his applications. He found the opportunity to attend a mock assessment centre supported by BAM Nuttall volunteers particularly helpful as it made him feel much more prepared for the real thing.

Muaaz applied to the BAM Nuttall apprenticeship programme bolstered by the knowledge that he had already made a good impression on the company and putting into practice the constructive feedback he had received. We were absolutely thrilled when he was offered a Civil Engineering apprenticeship with the company.



*"If it wasn't for the Trust, I feel the journey of successfully finding the right apprenticeship would have had a lot more uncertainty. From the day to day support to the mock assessment centres, I was given assistance and feedback every step of the way."*

## World-of-Work Programmes

In 2020, 708 young people took part in world-of-work programmes supported by industry partners, who donated a total 396 hours of their time. Normally delivered face-to-face, 2020 has seen more of a hybrid approach to the delivery of our world-of-work programmes as we adapted to the changing Government guidelines. Our ability to be flexible in delivery style ensured that we were able to best support the needs of our young people within COVID-19 restrictions.



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 opportunities. We target this group of young people in order to level the playing field and give them equal access to the opportunities the sector offers. The ultimate aim of our programmes is to help young people progress on the journey to rewarding employment.

**In 2020, 333 young people  
supported into  
employment or further  
education**

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 planning 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.

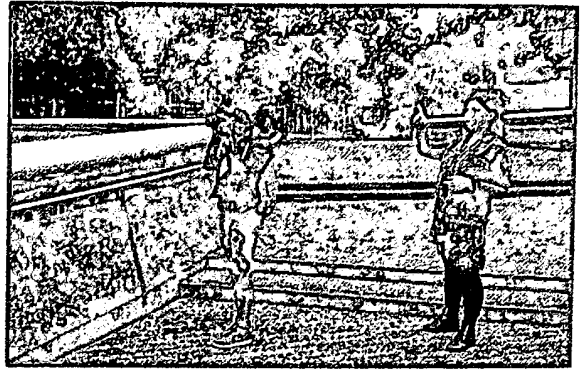
**Access to relevant opportunities** – young people are supported into genuine training and job opportunities.

As well as offering 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.

## Targeted Support Programmes

2020 has seen us build upon our 2019 targeted support pilot programme, engaging 392 young people over the year.

Through our individualised careers programme, we aim to introduce young people to the world of work and inspire them about their career options. The sustained nature of the programme allows us to work with young people to help them recognise their individual skills, discover careers that are in line with their interests and support them to achieve their full career potential. For those young people facing barriers to traditional education routes, we support them to explore alternative pathways suited to their individual strengths and interests, including apprenticeships.



**'9/10 students on the programme signed up for Further Education courses... At the start of the year none of them were on course for the results they achieved in the end.'**

**Patrick Egbuchiem, Head of Year 11**

Within schools, we focus on offering targeted support to students in their transitional years. The intensive programme is designed to support young people to overcome the barriers they face and reconnect students with their learning. We work closely with our school partners to identify those students unsure of their next steps and who will most benefit from additional careers support.

Each young person is paired with a Construction Youth Trust coach, who works with them to create an individual learning plan for the full academic year. Young people take part in a variety of one-to-one and employer-led group activities, ranging from meet-the-apprentice sessions to application coaching and facilitated work experience.

### Case study: Fred\*

\* Name changed to protect student's identity

When Fred joined our Year 11 targeted support programme he had low confidence and self-belief, with no idea of what he wanted to do at the end of his Year 11 school studies. Fred had been finding it difficult to engage with traditional classroom learning, but during one of our practical carpentry sessions he had a lightbulb moment and demonstrated a real knack for drawing out measurements and using the tools.

Due to COVID-19 UK restrictions, we had to suspend face-to-face engagements but we maintained regular contact with Fred remotely, supporting him through his college application process. We were thrilled when Fred was accepted to study a Level 1 Diploma in Multi-skills at Lewisham College.

Fred also availed of our laptop loan scheme so that he could take part in our Level 1 Health & Safety and CSCS card course over the summer of 2020. We are so pleased that Fred has discovered a career that motivates him and we can't wait to see what he achieves over the next few years!



**"It gave him that boost of confidence in himself that he can do it!" Fred's mum**

# **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 business 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 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 2020 the Trust identified a number of related party transactions which the Trust has reported within the 2020 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
Impact of COVID19 on ability to deliver our strategy including adverse effect on fundraising	<ul style="list-style-type: none"><li>• Alternative modes of programme delivery that can be accessed remotely if required</li><li>• Working with existing funding partners to agree alternative delivery plans in response to COVID restrictions where required</li><li>• Close financial management</li></ul>
Insufficient funds to implement long-term strategy	<ul style="list-style-type: none"><li>• Proactive fund-raising strategy</li><li>• Close monitoring of progress against objectives</li><li>• Focus on partnership building</li></ul>
Safeguarding and/or Health & Safety failures	<ul style="list-style-type: none"><li>• Mr Russell Taylor appointed as Designated Trustee with specific safeguarding responsibility</li><li>• Review policies annually</li><li>• Safeguarding and Health &amp; Safety training for all staff</li><li>• Pro-active safeguarding team and staff working group established</li></ul>
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"><li>• Strengthen management structure to reduce reliance on a small number of staff</li><li>• Regular reviews of remuneration to ensure competitiveness</li><li>• Quarterly review of staffing by Resources &amp; Governance meeting to pre-empt any issues</li></ul>
Failure to meet funders/contractual obligations	<ul style="list-style-type: none"><li>• Close monitoring of performance against contractual Key Performance Indicators, overviewed by CEO</li><li>• Oversight of any contracts over £50,000 by the Resource &amp; Governance Committee</li></ul>

## 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 2020 was £1,282,179 (2019: £1,409,937) including donations in kind of £61,602 (2019: £124,016). The overall surplus for the year was £237,713 (2019 surplus: £272,062).

### **Reserves**

At the end of 2020 the Trust had a total of £580,891 free reserves, not including £242,753 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 2020 year end represent the equivalent of 6 months' operating costs, while the free reserves and designated funds combined represent the equivalent of 9 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, Virgin Money fixed term account, Nationwide 125 day notice savings account and CAF/Shawbrook savings account (April 2021).

### **Plans for Future Periods**

Construction Youth Trust has developed a new 3 year Business Plan (2021-2024) which, by the end of the plan, aims to:

- Build effective and sustainable place-based 'hubs' in at least 10 areas affected by multiple deprivation with an anticipated high demand for construction related skills
- Engage 10,000 young people a year, through meaningful employer engagement and inspirational world-of-work and career sessions

- Recruit 800 young people a year on to an industry-led Transitions programme that develops their work-readiness and supports them to achieve their career aspirations, prioritising young people most likely to miss out
- Offer targeted training & support to 400 young people a year who are still in school or college but are at significant risk of not making a successful post-school transition
- Offer intensive casework-led support to 400 young people who are NEET (not in education, employment or training) to help them overcome barriers and progress towards a good job

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:

*Edward McAlpine*  
Edward McAlpine 18 May 2021 15:22 GMT+1

R Edward T W McAlpine, Chairman

28-May-2021

Dated:



## **CONSTRUCTION INDUSTRY TRUST FOR YOUTH**

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

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#### **Opinion**

We have audited the financial statements of Construction Industry Trust For Youth (the 'charity') for the year ended 31 December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the 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 2020 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.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

#### **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 course of 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.

#### **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 Annual Report of the Trustees 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 Annual Report of the Trustees has been prepared in accordance with applicable legal requirements.

## **CONSTRUCTION INDUSTRY TRUST FOR YOUTH**

### **Independent auditors report to the members (continued)**

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#### **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 Annual Report of the Trustees.

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 Annual Report of the Trustees and from the requirement to prepare a Strategic Report.

#### **Responsibilities of Trustees**

As explained more fully in the trustees' responsibilities statement set out on page 14, 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 the financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Based on our understanding of the charity and its activities, we identified that the principal risks of non-compliance with laws and regulations related to the Charities Act 2011, UK tax legislation, pensions legislation, employment regulation and health and safety regulation, anti-bribery, corruption and fraud, money laundering, non-compliance with implementation of government support schemes relating to COVID-19, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements, such as the Companies Act 2006 and the Charities Statement of Recommended Practice.

We evaluated the trustees' and management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to posting manual journal entries to manipulate financial performance, management bias through judgements and assumptions in significant accounting estimates, in particular in relation to use of restricted and endowment funds, and significant one-off or unusual transactions.

Our audit procedures were designed to respond to those identified risks, including non-compliance with laws and regulations (irregularities) and fraud that are material to the financial statements. Our audit procedures included but were not limited to:

- Discussing with the trustees and management their policies and procedures regarding compliance with laws and regulations;
- Communicating identified laws and regulations throughout our engagement team and remaining alert to any indications of non-compliance throughout our audit; and
- Considering the risk of acts by the charity which were contrary to applicable laws and regulations, including fraud.

## **CONSTRUCTION INDUSTRY TRUST FOR YOUTH**

### **Independent auditors report to the members (continued)**

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Our audit procedures in relation to fraud included but were not limited to:

- Making enquiries of the trustees and management on whether they had knowledge of any actual, suspected or alleged fraud;
- Gaining an understanding of the internal controls established to mitigate risks related to fraud;
- Discussing amongst the engagement team the risks of fraud; and
- Addressing the risks of fraud through management override of controls by performing journal entry testing.

There are inherent limitations in the audit procedures described above and the primary responsibility for the prevention and detection of irregularities including fraud rests with management. As with any audit, there remained a risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://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: NTWA

Nicola Wakefield (Senior Statutory Auditor)  
for and on behalf of Mazars LLP  
Chartered Accountants and Statutory Auditor  
2nd Floor, 6 Sutton Plaza, Sutton Court Road, Sutton, Surrey, SM1 4FS

Date: 11-Jun-2021

**CONSTRUCTION INDUSTRY TRUST FOR YOUTH**  
**Statement of Financial Activities for the year ending 31 December 2020 (Including Income & expenditure account)**

Notes	2020				2019			
	Unrestricted Funds	Designated Funds	Restricted Funds	Total	Unrestricted Funds	Designated Funds	Restricted Funds	Total
	£	£	£	£	£	£	£	£
<b>Income from</b>								
<i>Donations and legacies</i>								
Donations & grants	71,949	-	-	71,949	97,009	-	-	97,009
Donated services and facilities	61,602	-	-	61,602	124,016	-	-	124,016
<i>Other trading activities</i>								
Fundraising income	1,744	-	-	1,744	6,634	-	-	6,634
<i>Charitable activities</i>								
Project specific income	-	144,500	967,940	1,112,440	18,197	203,216	957,588	1,179,001
<i>Bank interest</i>								
Interest receivable	2,097	-	-	2,097	3,277	-	-	3,277
<i>Other sources</i>								
Coronavirus job retention scheme government grant	32,347	-	-	32,347	-	-	-	-
<b>Total Income</b>	<b>169,739</b>	<b>144,500</b>	<b>967,940</b>	<b>1,282,179</b>	<b>249,133</b>	<b>203,216</b>	<b>957,588</b>	<b>1,409,937</b>
<b>Expenditure on</b>								
<i>Charitable activities</i>								
	78,733	174,008	791,725	1,044,466	140,855	199,176	797,844	1,137,875
<b>Total expenditure</b>	<b>78,733</b>	<b>174,008</b>	<b>791,725</b>	<b>1,044,466</b>	<b>140,855</b>	<b>199,176</b>	<b>797,844</b>	<b>1,137,875</b>
<b>Net Income/(expenditure)</b>	<b>91,006</b>	<b>(29,508)</b>	<b>176,215</b>	<b>237,713</b>	<b>108,278</b>	<b>4,040</b>	<b>159,744</b>	<b>272,062</b>
<b>Transfers between funds</b>	<b>(57,678)</b>	<b>58,250</b>	<b>1,428</b>	<b>-</b>	<b>(2,317)</b>	<b>1,445</b>	<b>872</b>	<b>-</b>
<b>Net movement in funds</b>	<b>33,328</b>	<b>28,742</b>	<b>177,643</b>	<b>237,713</b>	<b>105,961</b>	<b>5,485</b>	<b>160,616</b>	<b>272,062</b>
<b>Fund balances brought forward</b>	<b>547,563</b>	<b>216,011</b>	<b>315,040</b>	<b>1,078,614</b>	<b>441,602</b>	<b>210,526</b>	<b>154,424</b>	<b>806,552</b>
<b>Fund balances carried forward</b>	<b>580,891</b>	<b>242,753</b>	<b>492,683</b>	<b>1,316,327</b>	<b>547,563</b>	<b>216,011</b>	<b>315,040</b>	<b>1,078,614</b>

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 2020

	Notes	2020		2019	
		£	£	£	£
<b>Current Assets</b>					
Debtors	9	30,215		128,969	
Cash at Bank and in Hand		<u>1,510,452</u>		<u>1,175,133</u>	
			1,540,667		1,304,102
<b>Creditors</b>					
Amounts falling due within one year	10		(224,340)		(225,488)
<b>NET ASSETS</b>			<u><u>1,316,327</u></u>		<u><u>1,078,614</u></u>
<b>Reserves</b>	12,13				
Unrestricted Funds			580,891		547,563
Designated Funds			242,753		216,011
Restricted Funds			492,683		315,040
<b>TOTAL FUNDS</b>			<u><u>1,316,327</u></u>		<u><u>1,078,614</u></u>

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

28-May-2021

The financial statements were approved by the trustees on .....2021 and signed on their behalf by:

Edward McAlpine  
Edward McAlpine (May 28, 2021 15:27 GMT+1)

R Edward T W McAlpine (Chairman)

**CONSTRUCTION INDUSTRY TRUST FOR YOUTH**  
**Statement of Cash Flows for the year ending 31 December 2020**

	<u>2020</u>	<u>2019</u>
	£	£
Cash provided by operating activities	333,222	505,499
Cash flows from investing activities		
Interest income	<u>2,097</u>	<u>3,277</u>
Cash flows from investing activities	<u>2,097</u>	<u>3,277</u>
Increase in cash and cash equivalents during the year	335,319	508,776
Cash and cash equivalents as at 1 January	1,175,133	666,357
Cash and cash equivalents as at 31 December	<u>1,510,452</u>	<u>1,175,133</u>

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

	<u>2020</u>	<u>2019</u>
	£	£
Net movement in funds	237,713	272,062
Deduct interest income shown in investing activities	(2,097)	(3,277)
Decrease in debtors	98,754	125,701
(Decrease)/Increase in creditors	(1,148)	111,013
Net cash provided by operating activities	<u>333,222</u>	<u>505,499</u>

# CONSTRUCTION INDUSTRY TRUST FOR YOUTH

## Notes to the Financial Statements for the year ending 31 December 2020

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### 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.

##### ***Coronavirus job retention scheme government grant***

The Coronavirus Job Retention Scheme grant is recognised in the period to which the underlying furloughed staff costs relate.

#### ***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 2020

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#### ***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 any potential impact on 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 2020**

**2 Fundraising**

	2020 £	2019 £
<b>Fundraising income</b>		
General Events	1,744	6,634
	<u>1,744</u>	<u>6,634</u>
<b>Raising funds</b>		
General Events	-	-
	<u>-</u>	<u>-</u>
<b>Surplus/(deficit) on fundraising</b>		
General Events	1,744	6,634
	<u>1,744</u>	<u>6,634</u>

**3 Donated services and facilities**

	2020			2019	
	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £	Total £
Use of facilities	61,023	-	-	61,023	124,016
Donation of materials & equipment	579	-	-	579	-
	<u>61,602</u>	<u>-</u>	<u>-</u>	<u>61,602</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**

	2020			2019	
	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £	Total £
Budding Brunels	-	-	20,939	20,939	83,910
Budding Builders	-	-	243,048	243,048	177,977
CITB Apprenticeships Project	-	-	20,686	20,686	84,812
CITB Contextualised Curriculum Project	-	-	24,500	24,500	116,750
CITB Ex-offenders Project	-	-	-	-	2,006
CITB Pathways	-	-	29,250	29,250	18,750
L&Q Learning to Succeed	-	122,000	-	122,000	162,300
Schools Partnership & Place Based Programmes	-	22,500	629,517	652,017	532,496
	<u>-</u>	<u>144,500</u>	<u>967,940</u>	<u>1,112,440</u>	<u>1,179,001</u>

**CONSTRUCTION INDUSTRY TRUST FOR YOUTH**  
**Notes to the Financial Statements for the year ending 31 December 2020**

**5 Charitable activities**

	2020			2019
	Unrestricted Funds	Designated Funds	Restricted Funds	Total
	£	£	£	£
<b>Grant Commitments</b>				
Individual grants and bursaries	-	-	2,071	2,071
				10,143
<b>Community Based Projects</b>				
Donated services and facilities	61,602	-	-	61,602
Education, training, skills & materials	178	150	14,261	14,589
Programme staff	-	77,372	400,837	478,209
Other staff	-	39,223	146,868	186,091
Office costs	-	15,341	67,462	82,803
Travel & subsistence	-	323	999	1,322
Recharge to projects	-	41,599	159,227	200,826
	61,780	174,008	789,654	1,025,442
				1,091,799
<b>Support and Governance Costs</b>				
Central staff costs	116,635	-	-	116,635
Central office costs	51,488	-	-	51,488
Central overheads	42,150	-	-	42,150
Recharge to projects	(200,826)	-	-	(200,826)
Audit fees	7,506	-	-	7,506
	16,953	-	-	16,953
				35,933
	78,733	174,008	791,725	1,044,466
				1,137,875

**6 Staff costs**

	2020	2019
	£	£
Wages & salaries	685,565	637,909
Social security costs	64,150	61,597
Pension costs	31,220	27,171
Redundancy Pay	-	-
	780,935	726,677
Average number of employees in the year (full-time equivalent):	22	20
Average number of employees in the year (head count):	22	20
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 £5,669 (2019: £5,955) 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:

	2020	2019
	£	£
Wages & salaries	110,287	186,251
Pension costs	7,023	11,115
	117,310	197,366

Key Management Personnel overheads were reduced in 2020 in the initial response to COVID disruption.

**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 (2019: £nil) was reimbursed to 0 (2019: 0) trustees for travel and expenses incurred in the performance of their duties as trustees.

Rent was paid to Grosvenor Ltd at a reduced rent totalling £33,270 (2019: £43,447). The difference between the reduced rent and the full rent is £58,123 (2019: £62,500). The Trust also received income of £nil from Grosvenor Ltd (2019: £15,000). Mr S Brewer is a senior manager of Grosvenor Ltd and a Trustee of Construction Youth Trust.

The Trust received income of £nil (2019: £14,000) for the Schools Programme from Wales Family Enterprise Trust, of whom Mr A Wales is a director.

The Trust paid £nil (2019: £1,800) 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 £nil (2019: £16,800) 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.

The Trust also received £579 of donated materials & equipment from Kellbray Ltd (2019: £nil). Ms H Price is a director of Kellbray Ltd.

**CONSTRUCTION INDUSTRY TRUST FOR YOUTH**  
**Notes to the Financial Statements for the year ending 31 December 2020**

**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 £31,220 (2019: £27,171) were charged to the statement of financial activities as they accrued. At the year end a total liability of £nil (2019: £nil) was included within creditors.

**9 Debtors**

	2020 £	2019 £
Trade debtors	-	70,031
Other debtors	-	6,988
Prepayments and accrued income	30,215	51,950
	<u>30,215</u>	<u>128,969</u>

**10 Creditors**

	2020 £	2019 £
Trade creditors	2,681	6,234
Accruals	29,876	16,325
Deferred income	167,500	171,000
Tax & other social security	15,519	18,175
Other creditors	8,764	13,754
	<u>224,340</u>	<u>225,488</u>

Deferred income is made up of 3 grants (2019: 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:

	2020 £	2020 £	2019 £	2019 £
	Buildings	Other	Buildings	Other
In less than one year	-	2,981	9,900	3,673
Between one and five years	-	2,236	-	-
	<u>-</u>	<u>5,217</u>	<u>9,900</u>	<u>3,673</u>

The operating lease charges for the year were:

	2020 £	2019 £
Buildings	33,270	61,048
Other	5,840	6,979
	<u>39,110</u>	<u>68,027</u>

**12 Analysis of net assets between funds**

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £
Current Assets	637,634	350,753	552,280	1,540,667
Current Liabilities	(56,743)	(108,000)	(59,597)	(224,340)
	<u>580,891</u>	<u>242,753</u>	<u>492,683</u>	<u>1,316,327</u>

**CONSTRUCTION INDUSTRY TRUST FOR YOUTH**  
**Notes to the Financial Statements for the year ending 31 December 2020**

**13 Fund analysis**

	B/f funds £	Income £	Expenditure £	Interfund Transfers £	C/f funds £
<b>Unrestricted Funds</b>					
National	547,563	149,739	(78,733)	(57,678)	560,891
Schools Partnership & Place Based Programmes	-	20,000	-	-	20,000
	<u>547,563</u>	<u>169,739</u>	<u>(78,733)</u>	<u>(57,678)</u>	<u>580,891</u>
<b>Designated Funds</b>					
L&Q Learning to Succeed	69,466	122,000	(159,174)	-	32,292
National	93,463	-	-	-	93,463
Schools Partnership & Place Based Programmes	53,082	22,500	(14,834)	56,250	116,998
	<u>216,011</u>	<u>144,500</u>	<u>(174,008)</u>	<u>56,250</u>	<u>242,753</u>
<b>Restricted Funds</b>					
Budding Brunels	34,604	20,939	(43,078)	88	12,553
Budding Builders	54,410	243,048	(149,093)	106	148,471
CITB Apprenticeships Project	(168)	20,686	(20,690)	172	-
CITB Contextualised Curriculum Project	1,289	24,500	(25,993)	204	-
CITB Pathways Project	(261)	29,250	(29,516)	527	-
Schools Partnership & Place Based Programmes	225,166	629,517	(523,355)	331	331,659
	<u>315,040</u>	<u>967,940</u>	<u>(791,725)</u>	<u>1,428</u>	<u>492,683</u>
<b>Total Funds</b>	<u>1,078,614</u>	<u>1,282,179</u>	<u>(1,044,466)</u>	<u>-</u>	<u>1,316,327</u>
<b>The following donation is included within Unrestricted Funds:</b>					
Garfield Weston	-	15,000	(15,000)	-	-
<b>The following donations are included within Restricted Funds:</b>					
Sir John Cass's Foundation (now known as The Portal Trust)	19,153	30,000	(20,039)	-	29,114
National Lottery Community Foundation	48,836	158,125	(141,202)	-	65,759
National Lottery Community Foundation - Coronavirus Community Support Fund	-	50,000	(19,067)	-	30,933
The Walcot Foundation	18,688	25,000	(24,314)	-	19,374
East End Community Foundation	3,995	2,000	(580)	-	5,415
Colyer-Fergusson Charitable Trust - Investing in Young People (2018)	37,825	-	(37,830)	5	-
Colyer-Fergusson Charitable Trust - Investing in Young People (2020)	-	40,000	(1,064)	-	38,936
Colyer-Fergusson Charitable Trust - Investing in Rehabilitation	31,289	63,745	(34,338)	-	60,696
Westminster Foundation - Building Up project	10,000	-	(4,124)	-	5,876
Westminster Foundation - Coaching in Westminster	-	10,000	-	-	10,000
Westminster Foundation - Delivering Differently (London Community Response Fund)	-	15,150	(10,283)	-	4,867
Southwark Positive Futures	-	15,400	(2,118)	-	13,282
Southwark Neighbourhood Funds North Bermondsey	1,192	2,000	(1,224)	-	1,968
Southwark Neighbourhood Funds South Bermondsey	1,144	-	(1,238)	94	-
Southwark Neighbourhood Funds St George's	1,924	2,000	(2,508)	-	1,416
CAF Resilience Fund	-	23,500	(22,969)	-	531
BBC Children In Need - Main Grant	13,627	25,903	(20,794)	-	18,736
BBC Children In Need - Inspiring Futures	-	22,613	(6,898)	-	15,715

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 - 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.

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.

Schools Partnership & Place Based Programmes - programmes that support the needs and career aspirations of young people within partner schools/colleges and the wider community in targeted place-based hubs.

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 small/minor deficits arising on specific projects.

Where necessary funds have been transferred from unrestricted funds to clear any other amounts.

A transfer from unrestricted to designated funds has been made to set aside funds that ensure continuity and delivery of programmes to young people in established schools partnerships.

**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 11 (2019: 13).

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