

Company registered number  
05745511

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**FUTURE SKILLS TRAINING**  
(Company registered by guarantee no. 05745511,  
registered charity no. 1119501)

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**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2020**

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**FUTURE SKILLS TRAINING**

(Company limited by guarantee no. 05745511, registered charity no. 1119501)

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**REPORT AND FINANCIAL STATEMENTS**

For the year ended 31 August 2020

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## **FUTURE SKILLS TRAINING**

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### **REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**

**For the year ended 31 August 2020**

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<b>Trustees</b>	Sam Akinluyi (Chair) Jenny Scott-Thompson David Jaggs Elizabeth Broderick Maureen Waweru Heather Ross Sophia Barker (appointed 14 October 2020)
<b>Director/Chief Executive</b>	Phil Thain
<b>Charity reg. no.</b>	1119501
<b>Company reg. no.</b>	05745511
<b>Registered office</b>	c/o St Marks Church Battersea Rise London SW11 1EJ
<b>Accountants</b>	Charles Ssempijja, ACA No. 38, 52 Peckham Grove London SE15 6FR
<b>Bankers</b>	The Co-Operative Bank Plc P O Box 250 Skelmersdale WN8 6WT

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2020**

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The trustees (who are the directors of the charitable company for the purposes of the Companies Act), present their combined Directors' report and Trustees' annual report (as required by company and charity law), together with the financial statements of Future Skills Training for year ended 31 August 2020. The trustees confirm that the annual report and financial statements of the charity comply with current statutory requirements, the requirements of the charity's governing document, and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

The reference and administrative information set out on page 1 forms part of this report.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

#### **Constitution and governing document**

Future Skills Training was registered as a company limited by guarantee in England and Wales, incorporated at companies house on 16 March 2006. The company is also a registered charity with the charity commission, registered number 1119501. Future Skills Training constituted under the memorandum and articles dated 5th June 2007.

The governance of the charity is the responsibility of the Trustees. Day to day management is by the Chief Executive, who draws on the support and expertise of the highly experienced Board of Trustees as needed.

#### **Method of appointment or election of the Trustees**

Trustees are elected and co-opted under the terms of the memorandum and articles. Regular reviews are held to identify any expertise gaps within the Board of Trustees and appointments are made where required to strengthen the Board of Trustees, subject to all trustees' approval.

When it is necessary to appoint new trustees, due to either a trustee stepping down or a gap of expertise in the board is identified, recruitment will initially begin through the networks of the board and management team. Applicants will be reviewed by trustees and the successful applicant will be invited to attend a trustee meeting. Following this, on the provision that the board are satisfied and the applicant still wishes to join the trustee board, they will be appointed.

No other person or external body is entitled to appoint any trustees of the charity. The Trustees who served during the period and after the year end are shown on page 1.

#### **Policies adopted for the induction and training of Board of Trustees**

The charity provides new trustees with an induction pack and mentoring from the Chair. The charity has limited resources for formal training of the trustee body. However, on-going training opportunities are announced to trustees when these become available pro bono.

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2020**

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#### **Related party relationships**

The Charity has considered the disclosure requirements of the SORP for related party relationships. The charity has no related party connections with other organisations. The trustees consider that the members of the board and their close connections to be the only related parties of the charity. All trustees give their time voluntarily and receive no benefits from the charity. There were no trustee expenses incurred during this financial year.

Trustees are required to disclose all relevant interests and register them with the Chief Executive and to withdraw from decisions where a conflict of interest arises.

#### **Remuneration policy for key management personnel**

The pay of the charity's Chief Executive is reviewed annually but has not been increased for a number of years due to concerns of long term affordability and at the request of the Chief Executive. The trustees also draw on their knowledge of the sector and common practice in other charities of similar size to ensure that the remuneration set is fair and not out of line with that generally paid for similar roles.

#### **Risk management**

The Board of Trustees fully accepts its responsibilities for ensuring that the major risks to which the Charity is exposed are identified, and that there are systems and procedures in place to mitigate those risks.

### **OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT**

#### **Purposes and aims**

The charity's objectives are to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

#### **Principal activities**

The charity's main activities and who it tries to help are described below. All its charitable activities focus on investing time in young people enabling them to re-engage with education and employment and are undertaken to further Future Skills Training's charitable purposes for the public benefit.

All our work is underpinned by the values of caring for our young people, empowering them and giving them hope. Building trusting relationships is central to this approach, alongside modelling positive attitudes and behaviours.

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2020**

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We continue to deliver our 5 main projects:

1. Learn2Live – a life skills project targeting secondary aged young people who have been excluded from mainstream education. We aim to enable the young people to return to full time education.
2. Lean on Me – a one-to-one mentoring project, empowering young people to build self-esteem, raise their aspirations and set and achieve a number of educational, social, and relational focussed goals.
3. Infuse – a twice weekly youth club and café open to any young person aged 11 – 18. We provide a safe place for young people have fun and express themselves, build relationships with those that attend and offer additional emotional and practical support where appropriate. In addition, we offer volunteering opportunities for the young people.
4. Battersea Lions FC – a local youth football club that FST partners with to use football to develop character and life skills in young people. This year sees the final season for Battersea Lions FC.
5. Summer residential – taking young people we are working with away for a week to further develop their confidence and life skills and allow deeper relationships to be built.

Following the year we have just been through with Covid-19 and the impact that has had on children and young people and their mental health, wellbeing, development and education, we feel our services are more important than ever. In addition with the recent and current reports and investigations into the poor support that children with SEND (Special Educational Needs and Disabilities) receive we want to do all we can to provide high quality interventions for all those who will benefit from them. To ensure we deliver the best service we can its vital that we continue to work closely with all our partners and relevant stakeholders including schools, PRU's, Social Care, SEND departments and other local youth organisations.

#### **Statement of public benefit**

The Board of Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

#### **ACHIEVEMENTS AND PERFORMANCE: REVIEW OF ACTIVITIES FOR THE YEAR**

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

We began the year with an unfortunate resignation of Shila, one of our youth workers. She was a great part of the team, and will be missed. We wish her well as she moved on to work with young people nearer to her home, on the other side of London. Thankfully our recruitment for her replacement went well and we employed Tendress, who has grown to be an integral part of our team.

Obviously, this year's report is hugely impacted by the Coronavirus pandemic. For Future Skills this meant that from the end of March 2020 all staff were working from home. In April, Sarah our Office Manager, who has worked for Future Skills since the beginning resigned to work in a different charity sector. Also during April we had to Furlough our youth workers, which left the CEO the only member of staff working, focussing the majority of his time on applying for grants. At the end of June we were able to return to working from St Marks, with both youth workers back at the beginning of July.

Before lockdown all our projects were being delivered as normal.

### TRUSTEES' REPORT

For the year ended 31 August 2020

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**Learn2Live** had a mixed year. We continued with the new format of longer sessions and having the pupils from the different PRU sites separately. Some of the young people engaged and progressed really well. **The variety of the activities allowed different beneficiaries to excel at different things** and enabled us to keep groups of young people with such different needs, strengths and weaknesses largely engaged in sessions. Overall, **cooking was a great success**, even if other parts of the sessions hadn't gone so well. What also worked well was competitive team challenges, improv and drama activities, rock climbing, skateboarding, and a scavenger hunt along the River Thames.

Even some of the activities that didn't work as well for the whole group, still benefitted some individuals. For example, **our kick boxing sessions enabled one of our boys to really develop his independence and focus**, as well as his fitness.

Due to external factors going on in the lives of some of our beneficiaries, attendance for a small number was erratic and their ability to engage positively changed dramatically session to session. This made it very difficult to build a relationship with them and to have the impact we hoped to. As we have learned over many years of supporting our young people, sometimes they are just not in the right place to receive what we offer and we have to accept that they won't engage at this particular time.

Learn2Live ceased for the rest of the year when lockdown was announced by the Government in March.

**Lean on Me** continued to be a hugely effective project, with a mix of approaches depending on the needs and circumstances of the young people referred. 60% of those we mentored were referrals from local schools or the Local Authority to support the young people to either maintain their school place or support them during the transition period in between schools. **Some of this work was intensive, working with the young people for 9 – 15 hours per week** over a period of a few months. Again our Alternative Provision partnership with Harrison Allen tutoring service was a vital part of some of this work, and we thank them for the creative and flexible approach of the tutors we worked with.

Some of the mentoring support we delivered was during lockdown, mainly on the phone, keeping the spirits up of the young people during a really challenging time.

It is such a privilege to mentor young people. The relationships that we are able to build with some are a real pleasure, and to see the progress that many of the beneficiaries make is wonderful to be part of. It's also a real joy when some mentees come back to see us to tell us how they are doing in their new schools and to catch up generally.

One piece of feedback we received from a parent after we had supported her son for a few months really reminded us of the effectiveness of our work:

*"Phil and his team provided the perfect platform of a nurturing environment working at my son's pace to build trust and provide safety. Their approach was advantageous! not only improving his overall well-being, but it allowed him to build resilience and successfully reintegrate into his secondary school placement".*

**Infuse** was a challenge this year. Again this was cut short by lockdown, our final Infuse session of the year being the 12th March 2020. It was difficult to increase the numbers attending, so the team again tried flyer-ing after school, and contacting our local secondary schools to promote Infuse. Just before lockdown we were beginning to rebuild relationships with some of the schools, who were interested in what we offer. Also the team developed a new discussion based focus to help attract new young people, but they have not been able to run a pilot yet.

## FUTURE SKILLS TRAINING

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### TRUSTEES' REPORT

For the year ended 31 August 2020

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Despite this we still had some really positive sessions with those who did attend. As last year we had our core regulars who were very regular and **our relationships with them deepened.**

Infuse continued to be a place where **young people were able to have real conversations with staff and other young people and gain support.** We had several conversations about behaviour both at school and home, we also talked about estranged parents, jobs and CV's, working hard for things as opposed to receiving gifts from people. One staff member on one session had a very deep chat with 2 of our autistic boys about their own autism.

This year was **Battersea Lions FC's final season**, having been involved for 8 seasons. The boys were now an under 16 team and continued in the top division as last year. We had a few changes of personnel, due to both injury and changes in circumstances. This meant we had 22 players during the shortened season. Again as last year we struggled for consistency in performance, but that was partly due to a drop in attendance at training. Unfortunately due to the pandemic we were unable to complete the season and we were also unable to have an end of season (and end of Battersea Lions) gathering. We would like to thank all the parents who have been so supportive over the years and been part of the Battersea Lions journey.

Lockdown meant that we were not able to run a residential this summer but instead Wandsworth Council funded a summer project for vulnerable children and young people in the borough called '**Summer Unlocked**'. A variety of children and youth organisations were invited to bid for funding to deliver activities during 5 weeks of the 6 week holiday. Future Skills delivered 2 sessions per week, one cooking and one creative writing. All the sessions went well, with **12 different young people attending the sessions over the 5 weeks**, and all young people enjoying the activities. Many of them came for several sessions due to how much they enjoyed themselves.

We are hoping to work with the council on similar projects like this in the future.

As a board of Trustees, we have continued to structure our support around key themes to help to grow Future Skills and support the CEO and staff to be the most effective they can. Following our strategy morning we have been focussing on 3 key themes this year:

1. FST Team Capability and Development - *continuing to invest in our critical success factor.*
2. Raising Awareness of FST - *in order to support more young people and gain the funding to support them.*
3. Fundraising - *funding to employ the best Youth Workers full time and maintain our optimal worker to young person ratio.*

We now have a staff development structure in place, with formal annual reviews that allows us to better support the staff and their professional development. We have been supporting the staff with FST's social media presence, to better promote our projects and gain more interest from potential referrers and funders.

Fundraising is always a part of our discussions as a board and we have been developing a more focussed strategy to improve our fundraising efforts and focus on four key funding streams. We particularly would like to thank Maureen for her work on this.

We had a mixed year with our fundraising efforts. We were very grateful for the second half of the Cooperative Local Community Fund, that donated £5,896 towards Infuse and summer activities. We have been able to buy a new table tennis table and better equip our kitchen amongst other things.



### TRUSTEES' REPORT

For the year ended 31 August 2020

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**We received £1000 from our local The Entertainer Store**, through their 'Jack Gives Back' programme. It was fantastic to be nominated, thank you.

On the 5th December, Aaron and Phil took part in a sponsored leg wax, to raise money through the Big Give Christmas Campaign. We wish to say a **huge thank you to Sole Beauty on Lavender Hill in Clapham Junction** for supporting us by doing the leg wax for free. Monica was a great therapist, and video evidence of what Phil and Aaron went through can still be found online we believe. We also want to thank all those who pledged, which enabled us to take part in the campaign, and everyone else who donated. Finally thank you to the Childhood Trust who matched the £1,037 we raised, meaning the total raised through the campaign was £4,248.

During the first lockdown there were a few national campaigns to help support charities, and in particular small charities. We took part in the Virgin Money Twopointsixchallenge, and managed to raise £581. Thank you to all those who took part and all those who donated.

Like so many charities and businesses throughout the UK, we had to furlough staff, and we are grateful for the financial support that the UK government provided. The £4700 we were able to claim hugely helped us to get through that extremely challenging time and allowed us to return to supporting young people when we returned to work in July.

This year also led to a **new partnership** that we are really excited about, with **Investment Quorum**, a financial services company who gave us a generous donation of £1,500 this year and are supporting us regularly. We are looking forward to working with them next year and beyond on connecting their financial knowledge with our young people.

We have also been considering contacting local businesses to try and build a more local network of support for Future Skills. It would be great to be able to connect more of our young people with local opportunities.

In addition to this core focus other opportunities have presented themselves this year. Following longstanding partnerships with a number of other local youth providers, this year has cemented those relationships into the 'Youth Battersea' alliance. During lockdown we have been working on joint funding bids to support the work we all do in Battersea and the wider borough.

Early in the year we were approached by a group of students from University College London Analytics for Social Impact Society, who were looking for a charity to partner with to develop a data consulting project to show that analytics can be used for social good. They developed two tools:

1. Conducting scaled sentiment analysis on unstructured data from the Lean On Me programme using Natural Language Processing. This will provide mentors with a quantifiable means of measuring session outcomes and the mentee's overall progress.
2. Executing descriptive analysis on FST's existing dataset to quantify and evaluate the impact of each project cycle of the Learn2Live programme (spanning the academic year).

The work the students did was excellent, and we hope to be able to use the tools in future years to give us better data on the progress of our young people. Again Covid had an impact on the end of the project with us unable to participate in face-to-face presentations at the University, but it was still a great project to be involved in and opened our eyes to how our data can be used in better ways to show the impact we have on our beneficiaries.

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2020**

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Finally, we have been discussing with the CEO about the possibility of developing a formal structure around the parenting support that we do as a by-product of supporting the young people. We hope to report on the progress made in this area next year.

#### **Our activities in numbers**

As already mentioned in this report, Covid-19 has had an impact on our delivery this year, particularly during March – June, where Future Skills was effectively closed. Despite this however, the number of young people we have been able to support and the impact we have been able to have has been a testament to the whole staff team and their dedication to all the young people that Future Skills engages.

##### *Learn2Live*

We had 18 young people referred to us from Francis Barber this year. 6 of those, their attendance was very poor (2 sessions attended on average), which meant that we were unable to engage with them as we would normally, and so unable to have an impact.

Out of the remaining 12, 4 of them returned to mainstream education and 2 gained an alternative education placement, and a further 3 although not yet ready to return to mainstream education, did make a measurable improvement in their life skills. This means 75% of those we supported achieved a positive outcome.

##### *Lean on Me*

This year we mentored 14 young people and 1 adult (an extremely vulnerable parent of one of our mentees). We had 5 primary aged referrals and 5 secondary aged referrals. The other 4 young people we supported were due to on-going relationships we have with them, partly through their continued attendance at Infuse.

The focus of the mentoring this year was very widespread. 3 of the secondary school referrals were due to behaviour issues in school, and with our combined mentoring and tutoring package we were able to help them maintain their school place or help them transition successfully to a new school. 3 of the primary referrals were to help them maintain their school place. 3 of the boys we supported during lockdown, and another boy who had such low confidence around other young people, we were able to help him build his confidence so that he could transition to a new school after not being in school for several months.

We delivered 265 hours of mentoring, 1 mentee returned to mainstream school, 5 gained an alternative education placement, 2 remained in mainstream education, 3 young people we are continuing to support next year. 89% of the young people who completed their mentoring achieved a positive outcome.

##### *Infuse*

We delivered 44 sessions this year, about 40% less than we would deliver in a normal year. We had 58 different young people attend over the time Infuse was open. This was again a reduction on last year, but both Covid and the on-going challenges we have been having around growing attendance are the main factors in this reduction.

We hope that when life begins to return to some "normality", that we can again attract new young people to Infuse and allow them to make it the place they need.

## FUTURE SKILLS TRAINING

### TRUSTEES' REPORT

For the year ended 31 August 2020

#### *Battersea Lions FC*

We had 22 players throughout the season, but of course the season was finished early so don't have a final division placing.

Over the 8 seasons we have been involved in Battersea Lions we have worked with a total of 69 players. 29 players in our older group when we were first involved, we took them from U16, to U18 then a final season as an U21 team. Then we began a new younger team at U12, and took them all the way through 5 seasons to U16. A mention must go to Will, Zac, Louis and James who stayed with the team all the way through those 5 seasons. Such a privilege to see those boys grow both as players but also just as human beings.

The older team won the league once in their existence, the younger team won the league 3 seasons in a row. We have also had a number of players in the 8 years progress to premier league academies, including Marco and Tai.

#### *Summer unlocked*

As mentioned, this year was the first year of doing this project and we hope to do more similar ones. We delivered 10 sessions (25 hours in total) and had 12 young people attend over the 5 weeks. Feedback from the young people was that they all enjoyed themselves. One of them even began attending Infuse when we opened in September.

Below is the breakdown of our key performance indicators against last years results:

Project	Outcomes v last year	Commentary
Learn2Live	18 attendees (- 22% v LY) 12 regularly impacted (- 37% v LY) 50% re-engaged with education (- 36% v LY) (25% showed a measureable improvement in their life skills so in total 75% achieved a positive outcome)	Some of the pupils referred probably should not have been as they were not ready to attend enough. Covid had an impact on our ability to impact those pupils referred in the spring term.
Lean on Me	14 children and young people mentored (same as LY) 1 parent mentored 11 leavers 8 with a positive outcome, 5 gained an alternative education place, 2 remained in mainstream and 1 returned to mainstream education. 3 continue to be mentored 89% of those who completed mentoring achieved a positive outcome (+ 9% v LY)	1 mentee only attended 1 session then lockdown began and we were unable to continue. Another hugely effective year for Lean on Me. The flexibility of approach allows us to meet a wide variety of needs.
Infuse	58 total attendees (- 25% v LY) Average of 6 young people per session (- 25% v LY)	Covid-19 has had a huge impact on our ability to deliver and grow Infuse. Hopefully next year we can open and implement the new plans.
Battersea Lions	22 regular attendees (+ 14% v LY) Season not finished due to Covid. Final season	
Residentials	No residential this year due to Covid. Delivered 'Summer Unlocked' instead. 10 sessions, 12 young people.	

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2020**

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#### **FINANCIAL REVIEW**

##### **Financial position**

The Charity achieved net income for the year of £1,630 (2019 - net income of £1,585), details of which are shown in the Statement of Financial Activities on page 15.

Total income for the year amounted to £111,173, a reduction of £9,296 on the previous year, and total expenditure amounted to £109,543, a reduction of £9,341 on the previous year.

##### **Reserves policy**

Future Skills Training's policy is to ensure that there are reserve funds available to run the basic operations of the charity for a minimum of three months. At the balance sheet date, the Trustees estimate this would require reserves of £27,000. At the year end, the charity had unrestricted reserves of £6,787, which is below the required level.

The trustees are fully aware of the situation and it is one of our focus areas for the coming year. Also we believe that with the addition of a professional fundraiser to the board and the joint bids being submitted under the 'Youth Battersea' partnership, we will be more successful with funding applications moving forward. Finally this year has been an exceptional year with Covid-19 and lockdowns; as life begins to return to normal next year, we expect to expand our mentoring project as we have done in recent years bringing significant income.

##### **Going concern**

After making appropriate enquiries, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

The Trustees are grateful of the continued financial support from our longstanding individual donors who have stuck with us this year and continue to do so. Our partnership with Francis Barber PRU continues into another year and our reputation with both primary and secondary schools in Wandsworth continues to grow, providing a firm foundation for our continued delivery and growth next year.

In addition the formalisation of the 'Youth Battersea' partnership provides a platform for joint fundraising bids for more partnership work that we believe will be more attractive to potential funders.

#### **PLANS FOR FUTURE PERIODS**

During 2020/21 the charity will continue to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

Two of our core projects, Learn2Live and Lean on Me will continue to be delivered with no major changes. The only changes are in relation to maintaining a Covid safe environment; additional hand washing, social distancing and mask wearing where needed, and additional signage etc.

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2020**

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Infuse will open again when it is safe to do so depending on the guidance from the National Youth Agency. In addition the staff have a number of new plans to attract new young people including "Real Talk", a new discussion based activity, and plans to make Infuse a more mentoring style project.

The trustees will be supporting in 5 key areas:

1. Funding
  - a) Review our grant strategy.
  - b) Recruit new individual and major donors.
2. Raising awareness/keeping awareness
  - a) Improving our Impact reporting.
  - b) Create a library of content.
  - c) Develop a schedule and targeting for regular and impactful social media posts.
3. Employment and entrepreneurship
  - a) Identify 2-3 diverse employment partners that can cater for our young people.
  - b) Establish a process for transitioning young people to employment/entrepreneurship programmes.
  - c) Publicly communicate the partnership and benefits.
4. Programme enhancement
  - a) Identify skills/capabilities we want to develop in our young people.
  - b) Identify and approach partners who can help us develop this.
5. Alliances and collaboration
  - a) Focussed on social care and education.

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2020**

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#### **TRUSTEES' RESPONSIBILITIES**

The charity trustees (who are also the directors of Future Skills Training for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- Select suitable accounting policies and then apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Follow the methods and principles of the Charity SORP; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the group will continue in business.

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

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

#### **PREPARATION OF THE REPORT**

In preparing this report, the Board of Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

#### **APPROVAL OF THE REPORT**

This report was approved by the Board of Trustees on 8/3/20 and signed on their behalf by:



**Sam Akinluyi**  
Chair

## **FUTURE SKILLS TRAINING**

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### **INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES**

**For the year ended 31 August 2020**

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I report on the accounts of the charity for the year ended 31 August 2020 set out on pages 15 to 24.

#### **Respective responsibilities of the Trustee and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- state whether particular matters have come to my attention.

#### **Basis of independent examiner's statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

#### **Independent examiner's statement**

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

1. accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
2. the accounts do not accord with such records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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## FUTURE SKILLS TRAINING

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### INDEPENDENT EXAMINER'S REPORT TO THE BOARD OF TRUSTEES

For the year ended 31 August 2020

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.../Continued

I understand that the financial statements have been prepared to give a 'true and fair' view, and have departed from the Charities (Accounts and Reports) Regulations 2008, only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 FRS102, rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005), which is referred to in the extant regulations, but has since been withdrawn.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



**Charles Ssempijja, ACA**  
Charles Ssempijja, ACA  
Chartered Accountant  
No. 38, 52 Peckham Grove  
London  
SE15 6FR

Date: 13/04/2021



## FUTURE SKILLS TRAINING

### STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating Income and Expenditure Account & Statement of Total Realised Gains and Losses)

For the year ended 31 August 2020

	Notes	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £
<b>INCOME FROM</b>							
Donations and legacies	2	25,398	8,182	33,580	22,468	14,444	36,912
Charitable activities							
PRU & Mentoring		76,512	1,000	77,512	82,807	-	82,807
Investments	3	25	-	25	25	-	25
Other		56	-	56	725	-	725
<b>TOTAL INCOME</b>		<b>101,991</b>	<b>9,182</b>	<b>111,173</b>	<b>106,025</b>	<b>14,444</b>	<b>120,469</b>
<b>EXPENDITURE ON:</b>							
Charitable activities							
PRU	4	34,019	-	34,019	30,067	-	30,067
Mentoring	4	45,869	-	45,869	48,983	-	48,983
Infuse		8,480	8,794	17,274	19,629	8,717	28,346
Battersea Lions	4	26	5,301	5,327	2,266	2,830	5,096
Mediation		-	-	-	114	-	114
Summer projects		1,673	1,000	2,673	-	-	-
		<b>90,067</b>	<b>15,095</b>	<b>105,162</b>	<b>101,059</b>	<b>11,547</b>	<b>112,606</b>
Raising funds	4	4,381	-	4,381	6,278	-	6,278
<b>TOTAL EXPENDITURE</b>		<b>94,448</b>	<b>15,095</b>	<b>109,543</b>	<b>107,337</b>	<b>11,547</b>	<b>118,884</b>
Transfer between funds	10	(3,016)	3,016	-	-	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>4,527</b>	<b>(2,897)</b>	<b>1,630</b>	<b>(1,312)</b>	<b>2,897</b>	<b>1,585</b>
<b>RECONCILIATION OF FUNDS</b>							
TOTAL FUNDS SEPTEMBER 2019	AT 1	2,260	2,897	5,157	3,572	-	3,572
<b>TOTAL FUNDS AUGUST 2020</b>	<b>AT 31</b>	<b>£ 6,787</b>	<b>£ Nil</b>	<b>£ 6,787</b>	<b>£ 2,260</b>	<b>£ 2,897</b>	<b>£ 5,157</b>

The annexed notes form part of these financial statements

## FUTURE SKILLS TRAINING

(Registered charity number 1119501, registered company number 05745511)

### BALANCE SHEET As at 31 August 2020

	Notes	£	2020 £	£	2019 £
<b>CURRENT ASSETS</b>					
Cash at bank and in hand		7,594		6,469	
<b>CREDITORS: amounts falling due within one year</b>	9	(807)		(1,312)	
<b>NET CURRENT ASSETS</b>			6,787		5,157
<b>NET ASSETS</b>			<u>£ 6,787</u>		<u>£ 5,157</u>
<b>FUNDS</b>					
Restricted funds	10		-		2,897
Unrestricted funds:					
General fund	10		6,787		2,260
			<u>£ 6,787</u>		<u>£ 5,157</u>

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with the provisions of FRS 102 Section 1A – small entities.

The financial statements were approved, and authorised for issue, by the Trustee on ..... and signed on their behalf by:

 SAM AKINLUYI, Chair

The annexed notes form part of these financial statements

## FUTURE SKILLS TRAINING

### STATEMENT OF CASH FLOWS For the year ended 31 August 2020

	2020		2019	
	£	£	£	£
Cash flows from operating activities		1,630		1,585
Net cash provided by / (used in) operating activities				
(Increase)/decrease in debtors	-		3,605	
Increase/(decrease) in creditors	(505)		(2,566)	
		(505)		1,039
Cash flows from investing activities		-		-
Cash flows from financing activities		-		-
Change in cash and cash equivalents in the year		1,125		2,624
Cash and cash equivalents at the beginning of the year		6,469		3,845
Cash and cash equivalents at the year end		7,594		6,469

**NOTES TO THE FINANCIAL STATEMENTS**  
**For the year ended 31 August 2020**

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**1. ACCOUNTING POLICIES**

***Basis of preparation of financial statements***

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective from 01 January 2019), and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following SORP 2015 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 (SORP 2005) which has since been withdrawn.

***Public benefit entity***

The charity meets the definition of a public benefit entity under FRS 102.

***Going concern***

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

***Income***

Income is recognised when the charity has entitlement to the funds: this is when any performance conditions attached to the income have been met, it is probable that the income will be received, and that the amount can be measured reliably.

Income is only deferred when: The donor specifies that the grant or donation must only be used in future accounting periods; or for performance related grants, where these are received in advance of the performances or specific event to which they relate.

***Interest receivable***

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

***Fund accounting***

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

**NOTES TO THE FINANCIAL STATEMENTS**

For the year ended 31 August 2020

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***Expenditure and irrecoverable VAT***

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is considered all to relate to Charitable activities and includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs.

***Allocation of support costs***

Support and governance costs have been allocated between charitable activities based on estimated staff costs. The allocation of support and governance costs is analysed in note 4.

***Debtors***

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

***Cash at bank and in hand***

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

***Creditors and provisions***

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

The charity only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

***Judgements and key sources of estimation uncertainty***

No significant judgements have been made in the process of applying the above accounting policies and there are no key sources of estimation uncertainty.

## FUTURE SKILLS TRAINING

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

#### 2. DONATIONS AND LEGACIES

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Grant income				
- Battersea Power Station	-	-	-	2,800
- HMRC: Job Retention Scheme	4,704	-	4,704	-
	<u>4,704</u>	<u>-</u>	<u>4,704</u>	<u>2,800</u>
Donations, including gift aid	20,694	8,182	28,876	34,112
	<u>£ 25,398</u>	<u>£ 8,182</u>	<u>£ 33,580</u>	<u>£ 36,912</u>

#### 3. INVESTMENT INCOME

	2020 £	2019 £
Interest receivable from:		
Cash at bank	<u>£ 25</u>	<u>£ 25</u>

#### 4. ANALYSIS OF EXPENDITURE

Current year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2020 £	Total 2019 £
Charitable activities					
PRU	2,291	27,905	3,823	34,019	30,067
Mentoring	32,377	11,866	1,626	45,869	48,983
Infuse	2,058	13,383	1,833	17,274	28,346
Battersea Lions	4,756	502	69	5,327	5,096
Mediation	-	-	-	-	114
Summer project	172	2,200	301	2,673	-
	<u>41,654</u>	<u>55,856</u>	<u>7,652</u>	<u>105,162</u>	<u>112,606</u>
Fundraising costs	-	3,853	528	4,381	6,278
Support & governance costs	5,512	2,668	(8,180)	-	-
	<u>£ 47,166</u>	<u>£ 62,377</u>	<u>£ Nil</u>	<u>£ 109,543</u>	<u>£ 118,884</u>

## FUTURE SKILLS TRAINING

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

Prior year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2019 £
<b>Charitable activities</b>				
PRU	3,291	22,238	4,538	30,067
Mentoring	35,179	11,464	2,340	48,983
Infuse	1,809	22,039	4,498	28,346
Battersea Lions	5,096	-	-	5,096
Mediation	114	-	-	114
Summery projects	-	-	-	-
	<u>45,489</u>	<u>55,741</u>	<u>11,376</u>	<u>112,606</u>
Fundraising costs	300	4,965	1,013	6,278
Support & governance costs	<u>5,578</u>	<u>6,811</u>	<u>(12,389)</u>	<u>-</u>
	<u>£ 51,367</u>	<u>£ 67,517</u>	<u>£ Nil</u>	<u>£ 118,884</u>

Of the total expenditure of £109,543 (2019 - £118,884), £90,067 (2019 - £101,059) was unrestricted expenditure, and £15,095 (2019 - £11,547) was restricted expenditure.

#### 5. STAFF COSTS AND NUMBERS

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
<b>Salary costs</b>				
Wages and salaries	53,917	5,212	59,129	65,136
Social security costs	1,358	-	1,358	1,124
Employer pension	1,131	-	1,131	965
	<u>56,406</u>	<u>5,212</u>	<u>61,618</u>	<u>67,225</u>
<b>Other staffing costs</b>				
Consultancy	760	-	760	292
	<u>£ 57,166</u>	<u>£ 5,212</u>	<u>£ 62,378</u>	<u>£ 67,517</u>

The average weekly number of staff on a head count basis was 4 (2019 - 4).

The total employee benefits of the key management personnel were £29,809 (2019 - £30,917).

#### 6. TRUSTEES' REMUNERATION AND EXPENSES

No Trustee received any remuneration or payments for services rendered to the charity.

No trustees received any reimbursement of expenses, travel and subsistence or otherwise (2019 - the same).

## FUTURE SKILLS TRAINING

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### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

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#### 7. RELATED PARTY TRANSACTIONS

The trustees have found no other related party transactions to disclose in these accounts.

#### 8. SUPPORT COSTS

	2020	2019
	£	£
Governance costs:		
Independent Examiner's fee	600	600
Dues and subscriptions	480	360
Insurance Expense	599	583
General office costs	386	1,062
Postage and Delivery	9	-
Printing and photocopying	-	398
Computer and Internet Expenses	1,213	1,213
Telephone	1,065	767
Staff DBS Check	10	130
Software	271	310
Staff training	483	483
Stationery	20	20
Staff meetings	32	53
Staff entertainment	-	447
Advertising/Promotional	343	80
Staff support costs	2,668	6,811
	<u>£ 8,180</u>	<u>£ 13,317</u>

Support costs all relate to the charitable activities as described in the Trustees' Report, and are allocated in proportion of staff time.



## FUTURE SKILLS TRAINING

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### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

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#### 9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Accruals	600	600
Taxation and social security	-	512
Pension control	207	200
	<u>£ 807</u>	<u>£ 1,312</u>

## FUTURE SKILLS TRAINING

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2020

#### 10. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers and investment gains/(losses) £	Carried Forward £
<b>RESTRICTED FUNDS</b>					
Battersea Lions	-	2,285	(5,301)	3,016	-
Infuse	2,897	5,897	(8,794)	-	-
- Summer projects	-	1,000	(1,000)	-	-
	<u>£ 2,897</u>	<u>£ 9,182</u>	<u>£ (15,095)</u>	<u>£ 3,016</u>	<u>£ Nil</u>

#### SUMMARY OF FUNDS

General Funds	2,260	101,991	(94,448)	(3,016)	6,787
Restricted Funds	2,897	9,182	(15,095)	3,016	-
	<u>£ 5,157</u>	<u>£ 111,173</u>	<u>£ (109,543)</u>	<u>£ Nil</u>	<u>£ Nil</u>

#### 11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds £	General Funds £	£	£
Net current assets	-	6,787	-	6,787
	<u>£ Nil</u>	<u>£ 6,787</u>	<u>£ Nil</u>	<u>£ 6,787</u>