REGISTERED COMPANY NUMBER: 10232376 (England and Wales)
REGISTERED CHARITY NUMBER: 1171635

REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2019 FOR THE HOWARTH FOUNDATION (A COMPANY LIMITED BY GUARANTEE)

Sheards
Chartered Accountants
Vernon House
40 New North Road
Huddersfield
West Yorkshire
HD1 5LS

THE HOWARTH FOUNDATION CONTENTS OF THE FINANCIAL STATEMENTS for the year ended 31 January 2019

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for the year ended 31 January 2019

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 January 2019. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The prevention or relief of poverty in respect of individuals who are, or who have recently been, homeless in the districts of Leeds and Kirklees, by actively sourcing employers willing to offer employment and by providing those individuals with support and guidance, as to be determined by the trustees, to successfully obtain such employment.

Significant activities

The charitable company will raise funds through corporate and personal donations and from other fundraising activities to:

Support, mentor and facilitate the recovery and rehabilitation of individual long and short term homeless, both

- juvenile and adult, living rough on the streets, recently rehoused, sofa surfers or individuals in temporary accommodation in the Leeds and Kirklees area.
- Develop displaced persons by identifying and supporting individuals to recognise their own potential and providing the confidence, care and financial backing to return to, or enter into, satisfying and fulfilling employment through re-training and rehabilitation.
- To help source a potential employer willing to offer the opportunity of rehabilitation and self-sufficiency through employment.

To achieve these main objects the charity will:

- * Provide one-to-one literacy support
- * Provide training and expertise in job seeking and interview capability
- * Work with other local homeless charities to identify potential clients
- * Work with local employer's in facilitating placements and/or training
- * Help obtaining any available local authority assistance
- * Support and sponsor temporary accommodation
- * Provide suitable attire for job interviews
- * Cover the costs of travel expenses for the purpose of attending interviews and the first month of employment (where necessary)
- * Provide one-to-one support during placements
- * Provide support during employment with advice and guidance

for the year ended 31 January 2019

OBJECTIVES AND ACTIVITIES

Public benefit

The trustees have reviewed the charitable company's objectives and aims and confirm that these are identifiably for the public benefit as required by the Charity Commission. This benefit predominantly falls within the recognised charitable purpose of:

* the prevention or relief of poverty

Further public benefit is achieved to a lesser extent in the work carried out by the charity to achieve through the following recognised charitable purpose:

- the advancement of health
- * the advancement of citizenship or community development
- * the advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity
- * the relief of those in need by reason of age, youth, ill health, disability, financial hardship or other disadvantages.

Grantmaking

The charitable company does not make grants, though small amounts are paid to or on behalf of clients, usually for travel costs, meals or to provide suitable work attire, at the discretion of the trustees.

for the year ended 31 January 2019

ACHIEVEMENT AND PERFORMANCE

Charitable activities

The Howarth Foundation has attained incredible success over the last 12 months through increased reputation credibility and standing within the third sector. The charity has been recognised by Leeds City Council as being at the forefront of recovery in the Homelessness Strategy 2019 - 2022.

BUSINESS BUILDING FUTURES

Over the last 12 months the charity has successfully structured and established a number of initiatives including Business Building Futures (BBF).

BBF is an initiative set up by the charity and is intended to engage local businesses in supporting the homeless, through a membership scheme whereby member companies pay a nominal annual fee of £130 and commit to offer one of three things to the charity:

- * Fundraising activity pledging a minimum of £500 per year
- * The offer of paid employment to one of our service users
- * Volunteer support

The BBF initiative is endorsed by Leeds City Council and business membership currently stands at 23 organisations within Leeds and Kirklees. In the last 12 months the initiative has successful secured employment for 10 individuals and training for 10 homeless or recently rehoused, unemployed individuals.

The scheme continues to go from strength to strength and it is the charity's ambition to increase membership by a further 10 businesses by the end of 2019.

VIRTUAL CV / VIDEO DIARY PROJECT

In July 2018 the charity received £9,319 restricted funding from Big Lottery Fund - Awards For All Grant to achieve two objectives:

- Engage with 10 people affected by homelessness and match them with suitable, sustained employment to give them improved life chances by creating a brighter future.
- To hold 12 monthly sessions with clients to create virtual CVs using video diary technology to share with perspective employers.

This project enables our clients to reflect upon and demonstrate their skills and experiences as well as challenging some of societies negative stigmas about people affected by homelessness and addiction. The videos are a vital tool for showcasing the work of the charity, particular the opportunities and support we can provide to our clients to help them take the next step into employment, turn their lives around and create a meaningful future as a productive member of our society.

The project also helps to break-down barriers and educate the business community on how they can make a difference and together we can reduce homelessness and have a positive impact in the local community.

BIG CHANGE FUND

In October 2018 the charity received £2,000 restricted funding from Leeds Community Foundation - Big Change Fund.

The funding was allocated for the purpose of easing the transition from Street2Feet for our clients during their first month of employment. The funding covered costs for travel (bus passes), work attire and food parcels.

for the year ended 31 January 2019

ACHIEVEMENT AND PERFORMANCE

Fundraising activities

Over the last 12 months a number of fundraising activities have taken place, generating a total yield of £14,200.

The biggest fundraising event of the year was organised by Howarths HR and Employment Law Limited, namely, Howarths Music Extravaganza. The event was held at the Cedar Court Hotel, Huddersfield on Saturday 24th November 2018 with 200 guests attending on the night from the local business community. The Music Extravaganza was a night of food, laughter and live entertainment with an array of performances including the award-winning Rastrick High School Choir, magician and comedy compère, live music and dancing until late. The evening also included sport and music memorabilia auction. The event, which was sponsored by The Design Bank, Aura Print, Jigsaw and Sovereign Wealth Huddersfield, raised £8,538 for the charity and has become Howarths annual flagship fundraising event.

Other fundraising activities that have taken place over the last 12 months include the following:

The Leeds Utd Foundation NCS scheme worked in partnership with The Howarth Foundation as a Social Action Partner. This initiative took place over the summer holidays and involved young adults from North Kirklees and lasted for a 4 week period. As part of The NCS programme, local charities are invited to pitch their core objectives to the group of young adults and in teams, they will select which charities they would like to fundraise for. Over the 4 week period The Howarth Foundation was successfully chosen by four groups and became the most requested charity on the panel. The young adults had two weeks to plan, promote and deliver their fundraising initiatives which included a sponsored sleep out, market stall, bag pack, sponsored walk and family fun day.

In June 2018 two individuals completed The Great North Swim, at Lake Windermere in the Lake District and raised enough funds for the charity to assist three clients back in to work.

Vickers Laboratories, a business based in Leeds and a BBF member, entered a team of 15 in the Tough Mudder 2018 to support The Howarth Foundation. The team took part in the event in July 2018 and were successful in raising £2,450 for the charity.

A local business networking group, Yorkshire Business Connectors hosted a Quiz Night at The John Smith's Stadium in January 2019 raising £2,513 for the charity, with 20 teams taking part and participating in an auction and raffle on the night.

FINANCIAL REVIEW

Financial position

The charity has received a total cash income of £46,817 as result of donations (£21,298), fundraising (£14,200) and grants (£11,319). Total cash expenditure for the year was £44,534 and the total funds carried forward are £16,975, of which £9,035 is restricted. The remaining £7,940 is unrestricted and will be used for wages, general expenses and marketing.

The CEO of the charity has worked full-time for The Howarth Foundation over the last 12 months on a part paid and part voluntary basis. Since March 2018, the CEO has received pay for one day per week pro-rata'd based on a gross annual salary for a full-time equivalent of £31,250

The CEO continues to develop the structure and services of the charity as well as building valuable relationships with other local service providers and employers, for the purpose of fulfilling the objectives.

for the year ended 31 January 2019

FINANCIAL REVIEW

Principal funding sources

Over the past 12 months the charity's main source of funding has come from Howarths HR and Employment Law Limited in the form of corporate donations, fundraising and rent free office facilities.

In respect of the complimentary office space provided by Howarths HR and Employment Law Limited, in monetary terms, the estimated value of the floor space (392ft squared) occupied by the charity and the associated utilities is £4,178 gross per annum - this is recognised as donation income and accommodation costs.

Howarths HR and Employment Law Limited have donated £8,675 to the charity towards the cost of wages, in addition to fundraising £8,538.

The charity was also successful in securing a charitable grants totalling £11,319 from The Big Lottery Fund and Leeds Community Foundation; Big Change Fund.

Investment policy and objectives

The Charitable Company presently has no funds other than what it requires for operating purposes over a rolling twelve month period. All funds are currently held with CAF Bank Limited.

Reserves policy

Given the uncertainty of funding which relies on charitable trusts, personal donations, corporate support and fundraising activities, the Trustees aim to keep a minimum of funds in reserve sufficient to pay the organisational running costs as are likely to fall liable over six to twelve months.

FUTURE PLANS

The charity will continue to be primarily self-funded whilst Howarths HR and Employment Law Limited will continue to donate £1000 per month towards salary costs. Until sufficient independent funding can be obtained, the CEO will continue to work on a part paid and part voluntary basis. The charity will continue to be based within Howarths HR and Employment Law Limited's premises on a rent free basis until such time as additional funding for running costs can be acquired.

The charity intends to recruit a Business Coordinator in a full time paid position to be funded by a grant. It is intended that the new position will have responsibility for generating funding and sponsorship through promotional events, developing relationships in the business community, strengthening relationships with third sector organisations and the local Council as well as supporting the growth of the BBF initiative.

Pursuing grant/funding opportunities to assist with running costs and staff wages will remain a priority.

The charity will continue to promote the BBF initiative and hopes to increase membership by a further 10 businesses generating an additional £2500 in membership fees and £5000 from members fundraising activities, in addition to employment opportunities.

The charity will continue to work closely with outside agencies in securing employment for the homeless and aims to provide an additional 10 clients with employment through the BBF initiative over the next 12 months.

The virtual CV project will continue until August 2019 and the charity aims to set-up additional focus groups with other external agencies to create virtual CV's and video diaries to enable the clients to put their best foot forward in a personal way and break down barriers attached to people affected by homelessness.

for the year ended 31 January 2019

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The liability of the members is limited.

Every member of the charitable company promises if the charity is dissolved while he, she or it is a member, or within twelve months after he, she or it ceases to be a member, to contribute such sum (not exceeding £10) as may be demanded of him, her or it, towards the payment of debts and liabilities of the charity incurred before he, she or it ceases to be a member, and of the costs, charges and expenses of winding up, and the adjustment of rights of the contributories themselves.

Membership of the charitable company shall be its trustees for the time being, and applications from new members must be approved by the trustees. Any member and charity trustee who ceases to be a trustee automatically ceases to be a member of the charity. Membership is not transferable.

Decision making

The decision making process within the charitable company is based on the trustees making all decisions of a strategic, constitutional and any other "major" nature.

Induction and training of new trustees

All trustees must be DBS checked prior to their official appointment.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10232376 (England and Wales)

Registered Charity number

1171635

Registered office

Newbury Court Brooke Street Cleckheaton West Yorkshire BD19 3RR

Trustees

Mr G E Davies
Company Director
Mrs C Geesin
Company Director
Mr J W Holroyd
Company Director
Miss T L Hopkins
Company Director
Mr G J A Howarth
Company Director
Mr C M Howarth
Company Director
Mr S P Williams

Independent examiner

Sheards Chartered Accountants Vernon House 40 New North Road Huddersfield West Yorkshire HD1 5LS

for the year ended 31 January 2019 Approved by order of the board of trustees on 27 September 2019 and signed on its behalf by:	
Mr G J A Howarth - Trustee	

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE HOWARTH FOUNDATION

Independent examiner's report to the trustees of The Howarth Foundation ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 January 2019.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

- 1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- 2. the accounts do not accord with those 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 the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice
- 4. for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

Kevin Winterburn ACA ICAEW Sheards Chartered Accountants Vernon House 40 New North Road Huddersfield West Yorkshire HD1 5LS

3 October 2019

THE HOWARTH FOUNDATION STATEMENT OF FINANCIAL ACTIVITIES

for the year ended 31 January 2019

				2019	2018
		Unrestricted	Restricted	Total	Total
		fund	funds	funds	funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies		21,298	-	21,298	17,861
Charitable activities					
Employment and training support		-	11,319	11,319	6,500
Other trading activities	2	_14,200	<u>=</u>	14,200	9,932
Total		35,498	11,319	46,817	34,293
EXPENDITURE ON					
Raising funds		634	-	634	_
Charitable activities					
Employment and training support		32,966	8,340	41,306	16,597
Other		2,150	444	2,594	3,004
Total		35,750	8,784	44,534	19,601
NET INCOME/(EXPENDITURE)		(252)	2,535	2,283	14,692
RECONCILIATION OF FUNDS		, ,	,	•	
Total funds brought forward		8,192	6,500	14,692	-
TOTAL FUNDS CARRIED FORWARD		7,940	9,035	16,975	14,692

THE HOWARTH FOUNDATION BALANCE SHEET At 31 January 2019

•		**		2019	2018
		Unrestricted	Restricted	Total	Total
	NT 4	fund	funds	funds	funds
EIVED ACCETS	Notes	£	£	£	£
FIXED ASSETS			887	007	
Tangible assets	6	-	887	887	-
CURRENT ASSETS					
Debtors	7	3,285	=	3,285	452
Cash at bank		7,479_	8,498	15,977	16,668
		10,764	8,498	19,262	17,120
CREDITORS					
Amounts falling due within one year	8	(2,824)	(350)	(3,174)	(2,428)
NET CURRENT ASSETS		7,940	8,148	16,088	14,692
TOTAL ASSETS LESS CURRENT					
LIABILITIES		7,940	9,035	16,975	14,692
NET ASSETS		7,940	9,035	16,975	14,692
FUNDS	9				
Unrestricted funds				7,940	8,192
Restricted funds:					,
Leeds Community Foundation				2,000	4,000
West Riding Masonic Charities				1,416	2,500
Awards For All				5,619	_
				9,035	6,500
TOTAL FUNDS				16,975	14,692

The notes form part of these financial statements
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Page 10 continued...

THE HOWARTH FOUNDATION BALANCE SHEET - CONTINUED At 31 January 2019

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 January 2019.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 January 2019 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
 - preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the
- (b) at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on 27 September 2019 and were signed on its behalf by:

Mr G J A Howarth -Trustee

Mr G E Davies -Trustee

Miss T L Hopkins -Trustee

THE HOWARTH FOUNDATION NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 January 2019

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life

Computer equipment

- Straight line over 3 years

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Donated services

Income is recognised by the charity for services donated at fair value based on the estimated cost of those services in an open market.

Principally, the donated services are for rent free accommodation costs, and are based on a square foot basis from within the premises from which the charity operates.

THE HOWARTH FOUNDATION

2.	ne year ended 31 January 2019 OTHER TRADING ACTIVITIES		
		2019	2018
	Fundraising events	£ 14,200	£ 9,932
3.	NET INCOME/(EXPENDITURE)		
	Net income/(expenditure) is stated after charging/(crediting):		
		2019	2018
	Depreciation - owned assets	£ 444	£
4.	TRUSTEES' REMUNERATION AND BENEFITS		
	There were no trustees' remuneration or other benefits for the year ended 31 January 2019 nor for ended 31 January 2018.	the year	
	Trustees' expenses There were no trustees' expenses paid for the year ended 31 January 2019 nor for the year ended 31 January 2018.		
5.	STAFF COSTS The average monthly number of employees during the year was as follows:		
	Charitable and administrative	2019 2	2018 1
	No employees received emoluments in excess of £60,000.		
6.	TANGIBLE FIXED ASSETS		
			Computer equipment £
	COST Additions		1,331
	DEPRECIATION		

Charge for year	444
NET BOOK VALUE At 31 January 2019	997
At 31 January 2018	<u>887</u>
7tt 51 January 2010	

7.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
			2019 £	2018 £
	Trade debtors		3,161	260
	Prepayments		$\frac{124}{3,285}$	192 452
8.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
			2019	2018
			£	£
	Trade creditors		1,754	111
	Social security and other taxes		-	260
	Accruals and deferred income		1,420	2,057
			<u>3,174</u>	<u>2,428</u>
9.	MOVEMENT IN FUNDS			
		N	et movement	
		At 1.2.18	in funds	At 31.1.19
		£	£	£
	Unrestricted funds			
	General fund	8,192	(252)	7,940
	Restricted funds			
	Leeds Community Foundation	4,000	(2,000)	2,000
	West Riding Masonic Charities	2,500	(1,084)	1,416
	Awards For All	-	<u>5,619</u>	5,619
		6,500	2,535	9,035
	TOTAL FUNDS	14,692	2,283	16,975

9. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended £	Movement in funds
Unrestricted funds General fund	35,498	(35,750)	(252)
Restricted funds Leeds Community Foundation West Riding Masonic Charities Awards For All	2,000 9,319 11,319	(4,000) (1,084) (3,700) (8,784)	(2,000) (1,084)
TOTAL FUNDS	46,817	(44,534)	2,283
Comparatives for movement in funds	At 1.2.17 £	Net movement in funds	At 31.1.18
Unrestricted Funds General fund	-	8,192	8,192
Restricted Funds Leeds Community Foundation West Riding Masonic Charities TOTAL FUNDS Comparative net movement in funds, included in the above are as follows:	- 	4,000 2,500 6,500 14,692	4,000 2,500 6,500 14,692
	Incoming resources	Resources expended £	Movement in funds
Unrestricted funds General fund	27,793	(19,601)	8,192
Restricted funds Leeds Community Foundation West Riding Masonic Charities	4,000 2,500 6,500		4,000 2,500 6,500
TOTAL FUNDS	34,293	(19,601)	14,692

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	Net movement		
	At 1.2.17	in funds	At 31.1.19
	£	£	£
Unrestricted funds			
General fund	•	7,940	7,940
Restricted funds			
Leeds Community Foundation	-	2,000	2,000
West Riding Masonic Charities	-	1,416	1,416
Awards For All	<u>-</u>	5,619	5,619
		9,035	9,035
TOTAL FUNDS		<u>16,975</u>	<u>16,975</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended £	Movement in funds
Unrestricted funds			
General fund	63,291	(55,351)	7,940
Restricted funds			
Leeds Community Foundation	6,000	(4,000)	2,000
West Riding Masonic Charities	2,500	(1,084)	1,416
Awards For All	9,319	(3,700)	5,619
	17,819	(8,784)	9,035
TOTAL FUNDS	81,110	(64,135)	16,975

THE HOWARTH FOUNDATION NOTES TO THE FINANCIAL STATEMENTS - CONTINUED for the year ended 31 January 2019

9. MOVEMENT IN FUNDS - continued

Details of the restricted funds are as follows:

Leeds Community Foundation - £2,000

The funding was allocated from the Big Change Fund to assist with travel costs for clients to attend training courses, job interviews and attend work for the first month of employment.

West Riding Masonic Charities - £1,416

£887	Representing the net book value of computer equipment purchased
	This is to go towards capital expenditure for clients, items such as computers, and also travel
£529	costs for the client to provide them with a weekly bus pass to attend meetings, interviews and
2329	training. This funding is also for the use of purchasing interview/work clothing for the client
	and food parcels where necessary

Awards For All - £5,619

Funding from the National Lottery is to create virtual CV's for our clients as a chance to showcase their existing skills and put their best foot forward, this will then be followed up by creating a virtual diary of the client once in employment. The funding shall be allocated to room hire, staff salaries and marketing.

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 January 2019.

This document was delivered using electronic communications and authenticated in accordance with the registrar's rules relating to electronic form, authentication and manner of delivery under section 1072 of the Companies Act 2006.