

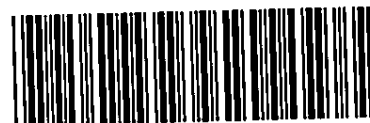
**LINKED WORK AND TRAINING TRUST CENTRAL**

(A Company limited by guarantee, not having a share capital)

**REPORT and FINANCIAL STATEMENTS**

**for the year to 31 March 2011**

WEDNESDAY



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21/12/2011

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COMPANIES HOUSE

Registration No. SC205714  
Scottish Charity No. SC024400

**LINKED WORK AND TRAINING TRUST CENTRAL**  
(a company limited by guarantee, not having a share capital)  
**Report of the Directors for the year ended 31 March 2011**

The Directors of Linked Work and Training Trust Central have pleasure in presenting their annual report and the audited financial statements for the year ended 31 March 2011. In preparing this report the Directors have complied with the Companies Act 2006, the Accounting and Reporting by Charities Statement of Recommended Practice (SORP, revised 2005) and applicable accounting standards.

**Reference and administrative information**

Charity name: Linked Work and Training Trust Central  
Charity number: SC024400  
Company number: SC205714  
Company Secretary: Fiona Craig  
Registered Office: Suite 14, Willow House, Grangemouth, Stirlingshire, FK3 8LL  
Auditors: Dickson Middleton, 20 Barnton Street, Stirling, FK8 1NE.  
Bankers: Bank of Scotland, Unit 15, Howgate Centre, Falkirk, FK1 1HG.

**Directors and Trustees**

The Directors of the company are also its trustees for the purpose of charity law. The following persons acted as Directors of the charity during the period to 31 March 2011.

	<u>Position</u>
<i>Catherine C. Peattie</i>	<i>Chair</i>
<i>Frederick G. Hay</i>	<i>Vice Chair</i>
<i>Cllr Martin D. Oliver</i>	<i>Treasurer</i>
<i>Murray J. Allan</i>	<i>(appointed 16<sup>th</sup> May 2011)</i>
<i>Fiona Andrews</i>	<i>(appointed 14<sup>th</sup> May 2010)</i>
<i>Dr. Alan Barr</i>	<i>(resigned 27<sup>th</sup> May 2010)</i>
<i>Anne Donoghue</i>	<i>(appointed 16<sup>th</sup> May 2011)</i>
<i>Cllr Kenneth Earle</i>	<i>(resigned 27<sup>th</sup> May 2010)</i>
<i>Elenor MacDonald</i>	<i>(resigned 27<sup>th</sup> May 2010)</i>
<i>Karen C. Newbigging</i>	

Day-to-day management of the charity is delegated to Fiona Craig, who is not a Director or Trustee of the charity.

## **LINKED WORK AND TRAINING TRUST CENTRAL**

(a company limited by guarantee, not having a share capital)

### **Report of the Directors for the year ended 31 March 2011 (continued)**

#### **Structure, governance and management**

##### **Governing document**

Linked Work and Training Trust Central became a registered charity on 7<sup>th</sup> February 1996 in its previous structure as a Charitable Trust, which was prior to incorporation as a company limited by guarantee on 31<sup>st</sup> March 2000. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association, which were updated by the members on 14<sup>th</sup> May 2010. The Member Directors are also members of the charity, whereas Co-opted directors need not be members of the company. In the event of the charity being wound up, members are required to contribute an amount not exceeding £1 each.

##### **Appointment of directors**

Membership of the company is open to any individual aged 18 or over who wishes to support the aims and activities of the company subject to being nominated for membership by three existing members of the company. No one can be an employee and a member of the company at the same time. Membership applications are reviewed by the Board of Directors.

As set out in the Memorandum and Articles of Association, the total maximum number of Directors is ten, split between a maximum number of seven Member Directors and a maximum number of three Co-opted Directors. Appointment of Co-opted Directors is made by the Board of Directors where they consider the person in question has knowledge, skills or experience that would assist the Board in the performance of their duties.

##### **Director induction and training**

Most Directors are already familiar with the work of Linked Work and Training Trust Central prior to their appointment to the Board. On appointment, Directors meet with the Company Secretary and are given an Induction process whereby they receive an Induction Pack which includes the Roles & Responsibilities of Company Directors paper and this is followed up by an induction meeting with the Company Secretary to enable them to have a full understanding of the background and history and current policy and direction of the company. The meeting also offers the opportunity to the new Director of clarifying any queries they may have on the organisation and governance structures.

##### **Organisational structure**

The governing body of Linked Work and Training Trust Central is its Board of Directors. The Directors are also the trustees of the charity and are legally responsible for the governance and management of Linked Work and Training Trust Central. The Board has up to ten Directors who meet regularly.

A Director is appointed by the Board to manage the day-to-day operations of the charity. To facilitate effective operations, the Director has delegated authority for operational matters including finance and employment.

##### **Risk management**

The Directors actively review the major risks which the charity faces on a regular basis especially now that the need for future funding is so pertinent. However, the Directors believe that by closely monitoring the situation and continuing to search for more funding the Trust will continue to operate. The Directors have also examined other operational and business risks faced by the charity and confirm that they have established systems to mitigate the significant risks.

##### **Related parties**

None of the Board Directors are related to or have any other links to any funder or consultant commissioned to do work for or on behalf of the company.

## **LINKED WORK AND TRAINING TRUST CENTRAL**

(a company limited by guarantee, not having a share capital)

### **Report of the Directors for the year ended 31 March 2011 (continued)**

#### **Objectives and activities**

The objects for which the charity was established to are:

- To advance education and training in fields of community development, community education, social sciences and/or social policy, and that in a manner which gives priority to communities of greatest need; and
- To relieve poverty.

The charity seeks to achieve these aims through its principal activities which continue to promote, offer and organise programmes of work-based learning and education for local people which will widen access to higher education and professional qualifications, whilst meeting the needs of the local communities.

#### **Achievements and performance**

LWTT has had a very successful year and has delivered a range of learning and development programmes. In particular, we have successfully completed a two year programme in which we developed a range of learning materials, resources and processes to help improve community engagement skills under the Better Community Engagement programme funded by Scottish Government. This year we successfully completed working with 10 pilot project partnerships to plan, develop, deliver and evaluate a broad range of learning experiences which will in the next few months be part of a web-based resource available to everyone in Scotland. During the year, as part of this programme, we organised 2 national conferences which were oversubscribed and very positively evaluated.

This year we also completed Phase 2 of the CLD Upskilling programme, funded by Scottish Government which saw us deliver a highly successful Institute of Leadership and Management (ILM) Level 5 Leadership programme for the sector in partnership with the Social Enterprise Academy (SSEA). A similar leadership programme was also run for Coalfield communities and funded by the Coalfields Regeneration Trust. We also entered into another partnership with Scotland's Colleges to deliver a Chartered Management Institute (CMI) Level 5 qualification in coaching and mentoring for the sector. This again was very successful and was fully booked quickly. All of these learning opportunities were created by LWTT at no cost to the learners themselves.

We made progress with developing our Professional Development Award (PDA) in Youth Work in a pilot programme with the Princes Trust for young people not in education, employment and training. This has now been evaluated and reviewed with a view to rolling this out in the next few months.

We grew our CPD Network IMPACT this year and now have 200 members and still growing without much marketing effort on our part. Much of this has been word of mouth and is an area we aim to develop more this year.

Some smaller national programmes saw us working with Learning Teaching Scotland (now Education Scotland) to identify and consider the practice around transitions for people from informal learning in the community into college settings, with Scottish Natural Heritage to look at how people from disadvantaged communities access outdoor pursuits and how better they can be engaged and encouraged to do so and learn from these experiences.

Bield Housing Association Limited is the second largest Social Registered Landlord in Scotland and we have been working in partnership with SSEA to design, develop and deliver a bespoke leadership and management development programme. We have had positive feedback on the elements of the programme we have been covering and this shall run on into next year.

With Dundee City Council we helped them look at a learning needs analysis to help them plan their CPD strategy and learning opportunities to enable them to be as inclusive as possible for their volunteers and part-time and sessional staff. We also helped Angus Council CLD Services look at developing their CPD structures in an inclusive way.

We decided to put all of our widening access learning programmes under the banner of LWTT's Learning Academy and CPD Network IMPACT.

## **LINKED WORK AND TRAINING TRUST CENTRAL**

(a company limited by guarantee, not having a share capital)

### **Report of the Directors for the year ended 31 March 2011 (continued)**

#### **Financial review**

LWTT has performed well this year and has increased its income by £249,434 which is a significant achievement in times of increasing budget cuts and a culture of doing 'more for less'

#### **Principal funding sources**

LWTT's principal sources of income came from Scottish government funded programmes including the Better Community Engagement Programme and the CLD Upskilling Programme which was managed by Lifelong Learning UK (LLUK) and Scottish Government agencies such as Learning Teaching Scotland (LTS) and other bodies such as the Coalfields Regeneration Trust.

#### **Reserves policy**

We have reserves of £268,860. Of this £84,690 has already been expended on meeting the costs of running the organisation in the following financial year. This is in part due to closing up some of the large projects we have been running as well as allowing staff to take stock and finish the development phases of the learning Academy portfolio of learning programmes. A further sum of £15,000 has being allocated to ensure that the match funding for the EGF is available to commit to the strategic marketing strategy and campaign. This means that LWTT is currently left with reserves of £169,170. Of this £60,000 would be required for winding up and redundancy costs, £23,541 for restricted funds and notional unrestricted reserves of £85,629 which is equivalent to about 3 months revenue costs. This level of reserves is required to ensure that there are sufficient funds to proceed with an orderly wind down of operations should circumstances dictate.

#### **Plans for future periods**

In particular, we want to grow and extend our markets for our range of Learning Academy and IMPACT programmes. We have invested time and effort in producing this range of learning opportunities of a high quality, valued by those who participate and are fit for purpose.

## **LINKED WORK AND TRAINING TRUST CENTRAL**

(a company limited by guarantee, not having a share capital)

### **Report of the Directors for the year ended 31 March 2011 (continued)**

#### **Directors' responsibilities statement**

The Directors (who are also trustees of Linked Work and Training Trust Central for the purposes of charity law) are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the company and of the incoming resources and application of resources, including the income and expenditure, of the company for the year. In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards 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 charitable company will continue in operation.

The Directors are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

#### **Auditors**

Messrs Dickson Middleton are auditors to the company and the Directors recommend their reappointment at the Annual General Meeting. A resolution will be proposed at the Annual General Meeting authorising the Directors to fix the remuneration of the auditors.

**By order of the Board**



**Fiona Craig**  
**Company Secretary**  
**16<sup>th</sup> December 2011**

## **LINKED WORK AND TRAINING TRUST CENTRAL**

(A company limited by guarantee, not having a share capital)

### **Independent Auditors' Report to the directors and members of**

### **Linked Work and Training Trust Central**

We have audited the financial statements of Linked Work and Training Trust Central for the year ended 31st March 2011 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made exclusively to the members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the company's directors, as a body, in accordance with section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the members and the company's directors 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 company, its members as a body and its directors as a body, for our audit work, for this report, or for the opinions we have formed.

#### **Respective responsibilities of directors and auditors**

As explained more fully in the Directors' Responsibilities Statement in relation to the financial statements, the directors (who are also the trustees of the company for the purposes of charity law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

#### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Directors to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

#### **Opinion**

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31<sup>st</sup> March 2011, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

#### **Opinion on other matter prescribed by the Companies Act 2006**

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

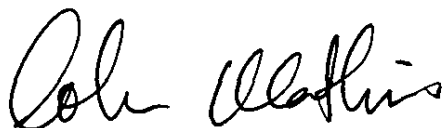
**LINKED WORK AND TRAINING TRUST CENTRAL**

(A company limited by guarantee, not having a share capital)

**Independent Auditors' Report to the directors and members of  
Linked Work and Training Trust Central (continued)****Matters on which we are required to report by exception**

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

- the company has not kept proper and adequate accounting records or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.



**John Watkins (Senior Statutory Auditor),  
for and on behalf of Dickson Middleton, Chartered Accountants/Statutory Auditors,  
20 Barnton Street,  
Stirling,  
FK8 1NE.**

**Dickson Middleton is eligible to act as an auditor in terms of section 1212 of the  
Companies Act 2006**

**16<sup>th</sup> December 2011**



**LINKED WORK AND TRAINING TRUST CENTRAL**

(A company limited by guarantee, not having a share capital)

**STATEMENT of FINANCIAL ACTIVITIES FOR THE YEAR TO 31<sup>ST</sup> MARCH 2011**

	Note	Restricted	Funds Unrestricted	Designated	2011 Total	2010 Total
		£	£	£	£	£
<b>INCOMING RESOURCES</b>	2					
<b>Incoming resources from generated funds</b>						
Grants		31,400	-	-	31,400	36,775
Donations		-	-	-	-	97,084
Interest receivable		-	-	-	-	-
		31,400	-	-	31,400	133,859
<b>Incoming resources from charitable activities</b>						
Income from delivery of services		-	532,506	-	532,506	180,613
<b>Total Incoming Resources</b>		31,400	532,506	-	563,906	314,472
<b>RESOURCES EXPENDED</b>	4					
<b>Cost of generating funds</b>		-	45,255	-	45,255	47,178
<b>Charitable activities</b>		7,859	312,719	-	320,578	267,532
<b>Governance costs</b>		-	13,922	-	13,922	15,956
<b>Total Resources Expended</b>		7,859	371,896	-	379,755	330,666
<b>Net Incoming/(Outgoing) Resources before transfers</b>		23,541	160,610	-	184,151	(16,194)
Gross transfers between funds		-	(99,690)	99,690	-	-
<b>Net Movement in Funds</b>		23,541	60,920	99,690	184,151	(16,194)
<b>Funds brought forward</b>		-	84,709	-	84,709	100,903
<b>Funds carried forward</b>		23,541	145,629	99,690	268,860	84,709

The notes on pages 10 to 13 form part of these financial statements.

**LINKED WORK AND TRAINING TRUST CENTRAL**  
 (A company limited by guarantee, not having a share capital)  
**BALANCE SHEET AS AT 31<sup>ST</sup> MARCH 2011**

	Notes	2011 £	2010 £
<b>FIXED ASSETS</b>			
Investments	7	100	-
<b>CURRENT ASSETS</b>			
Debtors	8	171,311	140,039
Cash at bank and in hand		159,639	10,849
		<b>330,950</b>	<b>150,888</b>
<b>CURRENT LIABILITIES -</b>			
Creditors: amounts falling due within one year	9	<b>(62,190)</b>	<b>(66,179)</b>
<b>NET ASSETS</b>		<b>268,860</b>	<b>84,709</b>
<b>Represented by:</b>			
<b>Unrestricted Funds:</b>			
General Fund		145,629	84,709
Designated Fund		99,690	-
		<b>245,319</b>	<b>84,709</b>
<b>Restricted Funds</b>		<b>23,541</b>	-
<b>TOTAL FUNDS at 31 March 2011</b>	10	<b>268,860</b>	<b>84,709</b>

The notes on pages 10 to 13 form part of these financial statements. Approved by the Board of Directors on 16<sup>th</sup> December 2011 and signed on its behalf by

 Director  
 Cllr Martin D. Oliver

**Company Registration Number: SC205714**

## **LINKED WORK AND TRAINING TRUST CENTRAL**

(A company limited by guarantee, not having a share capital)

### **Notes to the Financial Statements for the year ended 31 March 2011**

#### **1. Accounting Policies**

##### *Basis of accounting*

The financial statements have been prepared in accordance with applicable accounting standards in the United Kingdom and the Statement of Recommended Practice 'Accounting and Reporting by Charities' (SORP Revised 2005). A summary of the more important accounting policies, which have been applied consistently, is set out below.

##### *Accounting convention*

The financial statements are prepared under the historical cost convention.

##### *Tangible fixed assets*

Fixed assets are written off in the year they are purchased. Fixed asset investments are stated at cost less provision for any impairment in value.

##### *Incoming resources*

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, donations and gifts and is included in full when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.
- Investment income is included when receivable.
- Gifts in kind are services which are provided to the charity as a donation that would normally be purchased from suppliers; this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity.

##### *Resources expended*

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates:

- Costs of generating funds comprise the costs associated with attracting voluntary income and securing grants and contracts.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and programmes for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the statement of financial activities on a basis designed to reflect the usage of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis: e.g. staff costs.

##### *Fund accounting*

- Unrestricted funds are available for use at the discretion of the directors in furtherance of the general objectives of the charity.
- Designated funds are unrestricted funds earmarked by the directors for specific purposes.
- Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of a grant.

**LINKED WORK AND TRAINING TRUST CENTRAL**

(A company limited by guarantee, not having a share capital)

**Notes to the Financial statements for the year ended 31 March 2011 (continued)****1 Accounting Policies (continued)****Leasing**

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

**Pension Accounting Policy**

The company operates a defined contribution pension scheme. The pension costs charged in the Statement of Financial Activities represent the contribution payable by the charity during the year.

**Taxation**

The charity is recognised as a charity for taxation purposes. As such, the charity is exempt from tax on income and gains to the extent that these are applied to charitable objects. No tax charges have arisen in the charity. The charity is not registered for Value Added Tax (VAT). Expenditure includes any attributable VAT.

**Cash Flow Statement**

The charity is a small company as defined by Section 382 of the Companies Act 2006 and is entitled to exemption from preparation of a Cash Flow Statement as required under FRS1. Consequently a Cash Flow Statement has not been prepared.

**2. Income**

Income includes grants and other payments from publicly funded bodies that were received and applied during the year, subject to the accounting policy enumerated in Note 1 above. Income therefore includes grants and other income from:

	<b>2011</b>		<b>2010</b>	
	<b>Received Income £</b>	<b>Applied Income £</b>	<b>Received Income £</b>	<b>Applied Income £</b>
Falkirk Council	-	-	18,025	18,025
Clackmannanshire Council	-	-	10,250	10,250
Coalfields Regeneration Trust	31,400	31,400	-	-
Other grants	-	-	8,500	8,500
<b>Total Received/ Applied Income</b>	<b>31,400</b>	<b>31,400</b>	<b>36,775</b>	<b>36,775</b>
Income from delivery of services		532,506		180,613
Donations		-		97,084
		<b>563,906</b>		<b>314,472</b>

**3. Surplus for the year**

The surplus for the year is stated after charging –

	<b>2011 £</b>	<b>2010 £</b>
Staffing costs (see Note 5)	127,092	157,050
Auditor's remuneration	2,126	5,331
Operating lease rentals	16,608	15,903

# LINKED WORK AND TRAINING TRUST CENTRAL

(A company limited by guarantee, not having a share capital)

## Notes to the Financial statements for the year ended 31 March 2011 (continued)

### 4. Total resources expended

	Basis of allocation	Costs of generating funds £	Charitable activities £	Governance costs £	2011 Total £
<b>Direct costs</b>					
Staff costs	Staff time	28,340	64,841	7,492	100,673
General admin expenses	Staff time and direct	6,465	15,412	1,541	23,418
Legal & Professional costs	Direct	-	-	2,126	2,126
Project costs	Direct	-	216,416	-	216,416
<b>Support costs</b>					
Staff costs	Staff costs	8,826	20,192	2,333	31,351
General admin costs	Staff costs	1,624	3,717	430	5,771
		<b>45,255</b>	<b>320,578</b>	<b>13,922</b>	<b>379,755</b>

	Basis of allocation	Costs of generating funds £	Charitable activities £	Governance costs £	2010 Total £
<b>Direct costs</b>					
Staff costs	Staff time	31,792	93,207	7,270	132,269
General admin expenses	Staff time and direct	5,757	37,919	1,153	44,829
Legal & Professional costs	Direct	-	-	5,331	5,331
Project costs	Direct	-	108,176	-	108,176
<b>Support costs</b>					
Staff costs	Staff costs	7,278	21,336	1,664	30,278
General admin costs	Staff costs	2,351	6,894	538	9,783
		<b>47,178</b>	<b>267,532</b>	<b>15,956</b>	<b>330,666</b>

### 5. Staff Costs

#### Staff employment costs

	2011 £	2010 £
Salaries	108,268	133,962
Employer's NIC	10,696	13,368
Employer's pension contributions	8,128	9,720
	<b>127,092</b>	<b>157,050</b>

There are no high paid staff.

#### Average staff numbers

Direct Charitable Work	4	4
Administration	1	1
	<b>5</b>	<b>5</b>

Creditors include £nil (2010 - £nil) in respect of pension contributions to be paid over to relevant schemes at the end of the year.

**LINKED WORK AND TRAINING TRUST CENTRAL**

(A company limited by guarantee, not having a share capital)

**Notes to the Financial statements for the year ended 31 March 2011 (continued)****6. Directors Costs**

During the year no director of the charity received remuneration from the charity for their services (2010: nil). The Directors are also entitled to reimbursement of expenses, which, for the year, amounted to £nil (2010: £nil) in total.

**7. Fixed assets**

	2011	2010
	£	£
Shares held in subsidiary company	100	-

The charity beneficially holds 100% of the issued share capital of LWTT Consultancy and Research Limited, which provides educational services.

**8. Debtors: Amounts falling due within one year**

	2011	2010
	£	£
Debtors	155,612	52,780
Due from subsidiary company	15,699	87,259
	<b>171,311</b>	<b>140,039</b>

**9. Creditors: Amounts falling due within one year**

	2011	2010
	£	£
Creditors	44,684	36,490
Accruals	17,506	29,689
	<b>62,190</b>	<b>66,179</b>

**10. FUNDS ANALYSIS of Linked Work and Training Trust Central at 31 March 2011**

	Restricted £	Designated £	Unrestricted £	2011 Total Funds £	2010 Total Funds £
<b>Fixed assets</b>	-	-	100	100	-
<b>Current assets</b>					
Debtors	15,700	-	155,611	171,311	140,039
Cash at bank and in hand	7,841	99,690	52,108	159,639	10,849
	<b>23,541</b>	<b>99,690</b>	<b>207,719</b>	<b>330,950</b>	<b>150,888</b>
Current liabilities	-	-	(62,190)	(62,190)	(66,179)
<b>Net Assets/Funds</b>	<b>23,541</b>	<b>99,690</b>	<b>145,629</b>	<b>268,860</b>	<b>84,709</b>

**11. Leasing Commitments**

	2011 £	2010 £
Expiring within one year	Property <b>16,931</b>	<b>16,579</b>

**12. Capital Commitments and Contingent Liabilities**

There were no capital commitments at 31 March 2011 (2010: £nil). There were no contingent liabilities at 31 March 2011 (2010: £nil).

**13. Related parties**

None of the Board Directors are related to or have any other links to any funder or consultant commissioned to do work for or on behalf of the company.