(Company limited by guarantee no. 5745511 registered charity no. 1119501)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2014

(Company Limited by Guarantee No. 5745511 (England), registered Charity No. 1119501)

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2014

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REFERENCE AND ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31 MARCH 2014

Trustees A M Thain

J Colman C Burnell A Tschudin G Kelly S Akinluyi

Charity reg. no.

1119501

Company reg. no.

5745511

Registered office

c/o St Marks Church

Battersea Rise

London SW11 1EJ

Web-site

www.future-skills-training.org.uk

Accountants

Charles Ssempijja, ACA

27 Netherford Road

London SW4 6AF

Independent examiner

Kathryn Dowlath FCCA

6 Bering Square

London E14 3QG

Bankers

The Co-operative Bank

PO Box 250 Skelmersdale WN8 6WT

(Company Limited by Guarantee No. 5745511 (England), registered Charity No. 1119501)

TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2014

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report together with the unaudited financial statements of Future Skills Training (the charitable company) for the year ended 31 March 2014. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document, and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

STRUCTURE, GOVERNANCE AND MANAGEMENT

a. Governing document

The company was incorporated on 16 March 2006 and is limited by guarantee. The Company is registered as a charity (Registered No: 1119501). The Directors, who are the trustees of the Charity for the purposes of Charity Law, are listed on page 1. Mr P Thain is the managing director of the company and chief executive of the charity and has responsibility for the day-to-day management. The Board of Directors who are listed above meet three times a year to review developments, activities and achievements. The Managing Director has responsibility for the day-to-day management of the company.

The trustees confirm that they have complied with the duty in section 4 of the 2006 Charities Act to have due regard to guidance published by the Charity Commission (i.e. public benefit statement).

b. Appointment, Induction and Training of new trustees

The appointment of new trustees falls within the responsibilities of the existing trustees. Any training needs will be identified during the appointment process and appropriate courses will be arranged where necessary.

c. Organisational structure and decision making

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

d. Related party relationships

The Charity has considered the disclosure requirements of the SORP for related party relationships, and believes that there are no related party relationships other than the Trustees and their close connections. There were no reportable transactions with related parties in the year ended 31 March 2014.

d. Risk Management

The Directors have examined the major strategic, business and operational risks which the charity faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

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TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2014

OBJECTIVES AND ACTIVITIES

Objectives and aims

Future Skills Training seeks to invest time in young people enabling them to re-engage in the learning process.

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.

We have two primary aims:

- 1. Reach more young people
- 2. Re-engage more young people with learning or employment.

Following the development plan produced for the William Wates Memorial Trust and a half-day trustees meeting in February 2014, the Trustees set 5 main targets for FST to achieve by the end of 2018:

- Increase the number of Pupil Referral Units we partner with from 1 to 3, therefore increasing the number of young people in our Learn2Live project per year from 28 to 90.
- Increase the success rate of re-engagement in learning from 61% to 80%.
- Develop and fundraise for the Lean on Me project so that it is a continual rolling project supporting at least 10 young people per year.
- Grow the number of young people regularly attending Infuse.
- Develop Battersea Lions into 3 youth teams that are financially sustained.

We currently deliver 5 main projects:

- Learn2Live a social skills project targeting young people who have been excluded from mainstream education. We aim to enable the young people to return to full time education.
- Lean on Me a one-to-one mentoring project, empowering young people to build selfesteem, 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 aim to provide a safe place for young people, 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 social skills in the young people.
- 5. Summer residential Taking young people we are working with away to further develop their social skills and allow deeper relationships to be built.

ACHIEVEMENTS AND PERFORMANCE

a. Going Concern

The Charity's Net Assets were in deficit at the year end. However, based on an analysis of future income streams and projected expenditure, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable

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TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2014

future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

b. Review of Activities: what has been our progress?

Project	Outcomes v Last Year	Additional Commentary
Learn2Live	24 attendees (-14% v LY) 18 regularly impacted. 60% re-engaged with learning (-1% v LY)	67% improved their personal and social skills. Activities included film studies, creative writing, rock climbing and squash.
Lean on Me	4 young people mentored (-20% v LY) 75% re-engaged with learning (+15% v LY) 75% self-esteem boosted (-5% v LY)	Only a small number mentored due to low funding.
Infuse	147 total attendees (approx. +173% v LY) 55 regularly impacted (approx. +175% v LY)	Approximate figures as we do not have definitive data for the previous year. Only open two afternoons per week due to current capacity
Battersea Lions FC	33 regular attendees Under 18 team developed and playing in Tandridge Youth League	Achieved our aims as set out in Sport England bid. Very time consuming against returns of building relationships with the boys.
Summer residential	16 attendees Fears overcome, new experiences engaged in, new relationships built.	1 st residential so no comparison figures available. 5 days in Llanrwst – high ropes, gorge walking, DofE day, swimming, hiking.

In addition to our core projects we have continued our relationship with Wandsworth Mediation Service, working with them to deliver the conflict resolution workshops.

Project	Activities	Outcomes
Conflict	6 workshops in Ark Academy Putney.	20 total attendees
Resolution	8 workshops in St John Bosco	Concepts understood, explained
workshops	College.	and demonstrated.

Overall this year has again been an encouraging year. Learn2Live continues to be a success and our working relationship with Wandsworth PRU has improved again, which has enabled better outcomes for the young people we are supporting. Next year we would like to see the beginnings of a steady increase in the numbers of young people we re-engage with learning.

It has been a frustration that we have not been able to branch out into other London boroughs with Learn2Live, as we believe it is a very effective project that could help other young people to change the course of their lives.

The same is true of Lean on Me. The belief in the power of the project is as strong as ever. The longer we work with our young people the more convinced we are mentoring is an empowering approach for a key number of young people we engage, and to have the funding to maintain and grow its delivery would enable us to support more young people in re-engaging with learning.

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TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2014

We have finally seen steady growth in Infuse, which is mainly due to the funding that allowed us to give more staff time to it. We hope that next year this growth will continue, and young people will also get involved in its delivery and development.

It has been a pleasure working with Battersea Lions FC and to see the under 18 team grow out of the Skillz project and to see the development in those players. Sport is and will continue to be a powerful tool in developing positive characters in young people. We believe the same is true of summer residential holidays, where being in a new environment, and engaging in new and challenging experiences can have a profound effect on the young people. Due to the success of the trip to Wales we hope to make the residential a yearly occurrence and giving our young people opportunities that would not otherwise have. We thank Battersea Summer Scheme for funding the trip.

c. How did we do against our 2013/14 objectives?

Objective	Progress
Appoint new Chairperson	Claire Burnell appointed
Grow Learn2Live – gain commitment from	Not achieved yet, work on-going
one new PRU	
Raise £20,000 towards Infuse	£8150 raised from Wandsworth Council
Raise £25,000 towards Lean on Me project	£820 raised
Attract 10 more regular donors	2 new donors
Employ full time office and project manager	New part time manager employed 3 days per week
Grow Skillz into a new football team	Achieved, new under 18 team playing in Tandridge Youth League
Develop new social media strategy and policy	Complete
Finalise KPI's for Learn2Live and Infuse	On-going

FUTURE DEVELOPMENTS AND PLANS

Primary objectives for 2014/2015

Overall we aim to continue to reach more young people and re-engage more young people in learning and employment. To enable us to achieve that our primary objectives for next year are:

- Fundraise and recruit for the mentor coordinator/mentoring project
- Gain commitment from a new PRU to deliver Learn2Live with.
- Recruit a new trustee and a new treasurer.

PUBLIC BENEFIT

The trustees ensure that Future Skills carries out its aims and objectives and that these benefit the public; in doing so the Trustees have had regard to the Charity Commission's guidance on public benefit. Future Skills' public benefit includes mentoring young people and equipping them with the necessary social skills to enable them to engage in society.

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TRUSTEES REPORT

FOR THE YEAR ENDED 31 MARCH 2014

TRUSTEES RESPONSIBILITIES

Company and Charity Law requires the trustees to prepare financial statements that give true and fair view of the state of affairs of the charity at the end of the financial year and of its surplus or deficit for the financial year. In doing so the trustees are required to:

- Select suitable accounting policies and 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 which 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 hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

FINANCIAL REVIEW

a. Reserves Policy

The Charity currently has no reserves policy.

b. Financial review

The Charity incurred a deficit for the year of £9,916 details of which are shown in the Statement of Financial Activities on page 5.

Total incoming resources for the year reduced by 4% from £75,728 in 2013 to £72,404 in 2014.

Total resources expended for the year increased by 11% from £73,862 in 2013 £82,320 in 2014.

The Trustees are grateful of the continued financial support from St Marks Church, Battersea Rise. The Charity continues to work strategically with local councils. This financial and other support enables us to continue to deliver our charitable activities.

c. Fundraising activities

£2,000 from the Met Police towards Skillz

£8,150 from Wandsworth Council towards different aspects of Infuse (this has been included in deferred income)

£500 from Bradbury Tracks towards Skillz

£2,000 from the Lovering Charitable Trust towards the staff costs for the summer residential.

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TRUSTEES REPORT FOR THE YEAR ENDED 31 MARCH 2014

£12,785 from the William Wates Memorial Trust to develop and grow Future Skills as a whole.

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.

This report was approved by the Board of Trustees on 15 September 2014 and signed on their behalf

Burney Chair

Date: 23-10-14

FUTURE SKILLS TRAINING (Registered Charity No. 1119501)

INDEPENDENT EXAMINER'S REPORT

On the financial statements for the year ended 31 March 2014

I report on the accounts of the Charity for the year ended 31 March 2014 which are set out on pages 5 to 9.

Respective responsibilities of the trustees 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 trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act.
- follow the procedures laid down in the general Directions given by the Charity Commission under Section 145(5)(b) of the 2011 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 the 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 you as 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 matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements:

- · to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Kathryn Dowlath FCCA 6 Bering Square London

E14 3QG

Date: 15/8/14

FUTURE SKILLS TRAINING (company limited by guarantee number 5745511)

STATEMENT OF FINANCIAL ACTIVITIES On the financial statements for the year ended 31 March 2014

	Unrestricted Funds	Restricted Funds	Total Funds 2014	Total Funds 2013
Notes	£	£	£	£
INCOMING RESOURCES				
Incoming resources from generated funds:				
Voluntary income: Grants and donations	29,551	11,113	40,664	32,346
Investment income: bank interest	13	-	13	100
Incoming resources from charitable				
activities: Programme sales	31,121	564	31,685	43,282
Other incoming resources	42		42	_
TOTAL INCOMING RESOURCES	60,727	11,677	72,404	75,728
RESOURCES EXPENDED				
Cost of generating voluntary income: staff costs	13,723	-	13,723	7,491
Charitable activities				
PRU 3	40,955	-	40,955	30,973
Infuse	3,846	8,150	11,996	11,200
Mentoring	820	-	820	8,233
Skillz	1,302	10,900	12,202	12,829
Mediation	1,380	-	1,380	-
Summer Residential	-	1,244	1,244	2,029
Governance costs	_	_		1,107
TOTAL RESOURCES EXPENDED	62,026	20,294	82,320	73,862
Net incoming/(outgoing) resources before transfers	(1,299)	(8,617)	(9,916)	1,866
	(1,299)	(0,017)	(3,310)	7,000
TOTAL FUNDS AT 1 APRIL 2013	54	8,617	8,671	6,805
TOTAL FUNDS AT 31 MARCH 2014	£ (1,245)	£ Nil	£ (1,245)	£ 8,671

FUTURE SKILLS TRAINING (company limited by guarantee number 5745511)

BALANCE SHEET As at 31 March 2014

				We not to a control of the control o		
			2014			2013
	Notes	£	£	£		£
CURRENT ASSETS Debtors	8	3,681		523		
Cash at bank and in hand	0	6,203		9,922		
				-,		
		9,884		10,445		
CREDITORS: amounts falling						
due within one year	10	(11,129)		(1,774)		
NET CURRENT (LIABILITIES)/ASSETS			(1,245)			8,671
NET (LIABILITIES)/ASSETS		£	(1,245)		£	8,671
HET (EMBIETTEO)/AGGETG			(1,243)			0,071
FUNDS						
General fund (unrestricted)	11		(1,245)			54
Restricted	11		-			8,617
TOTAL FUNDS		-	(1,245)		<u>.</u>	8,671
		<u>z</u>	(1,243)		<i>L</i>	0,071

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 responsibility for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP). "Accounting and Reporting by Charities" published in 2005, applicable accounting standards and the Financial Reporting Standard for Smaller Entities (effective April 2008), and authorised for issue, by the Trustees on 15 September 2014 and signed on its behalf by:-

C Burnell, Chair

NOTES TO THE FINANCIAL STATEMENTS On the financial statements for the year ended 31 March 2014

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention and in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in 2005, applicable accounting standards and the Financial Reporting Standard for Smaller Entities (effective April 2008).

The effect of events relating to the year ended 31 March 2014 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2014 and the results for the year ended on that date.

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. Grants which have a restriction as to timing are recognised over the period for which they are given.

The value of services provided by volunteers has not been included in the accounts.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors which have been raised by the Charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements. Statutory grants which are given as contributions towards the Charity's core services are treated as unrestricted.

Resources expended

Resources expended are included in the Statement of Financial Activities on an accruals basis. All expenditure is accounted for gross, and when incurred.

NOTES TO THE FINANCIAL STATEMENTS On the financial statements for the year ended 31 March 2014

2.	INCOMING RESOURCES	BY CHARITAE	BLE ACTIVITY			
-			Unrestricted	Restricted	Total	Total
			Funds	Funds	Funds	Funds
			2014	2014	2014	2013
			£	£	£	£
				_	_	
	Pupils' Referral Units		27,955	-	27,955	32,463
	Infuse		1,270	8,150	9,420	1,068
	Mentoring		820	-,	820	8,070
	Skillz		-	2,284	2,284	10,000
	Mediation		1,675	_,	1,675	1,455
	Summer Residential		.,	1,244	1,244	3,753
	General		16,409	.,	16,409	18,918
	Contrai		£ 48,129	£ 11,678	£ 59,807	£ 75,727
			2 40,120			2 10,121
		Staff	Direct	Support		
3.	RESOURCES EXPENDED	costs	costs	costs	Total 2014	Total 2013
-		£	£	£	£	£
		_	_	_	_	~
	Charitable expenditure					
	Pupils' Referral Units	29,705	2,230	9,020	40,955	30,973
	Infuse	8,334	1,132	2,530	11,996	11,200
	Mentoring	205	553	62	820	8,233
	Skillz	5,283	5,315	1,604	12,202	12,829
	Mediation	1,037	28	315	1,380	-,,
	Summer Residential	-	1,244	-	1,244	2,029
			Waster and the second second second	*************************	-	Vanna and the same
	Total charitable	44,564	10,502	13,531	68,597	65,264
	expenditure		3500	15.0	1337.0.000	
	Costs of generating funds	10,270	335	3,118	13,723	7,491
	Governance costs		-	-	-	1,107
	Support costs	12,743	3,906	(16,649)	-	-
		£ 67,577	£ 14,743	£ Nil	£ 82,320	£ 73,862
4.	GOVERNANCE COSTS		Unrestricted	Restricted	Total	Total
٠.	COVERNATION COURS		Funds	Funds	Funds	Funds
			2014	2014	2014	2013
			£ £	£ £	2014 £	2013 £
			_	~	_	2
	Professional fees		1-		-	774
	Allocation of support costs		_	-	_	333
	, Joaner of Support Souls					000
			£ Nil	£ Nil	£ Nil	£ 1,107
			£ Nil	T IIII	~ IAII	۱,10/

NOTES TO THE FINANCIAL STATEMENTS
On the financial statements for the year ended 31 March 2014

5.	SUPPORT COSTS	Unrestricted Funds 2014 £	Restricted Funds 2014 £	Total Funds 2014 £		Total Funds 2013 £
	Staff support costs Insurance Expense Office Supplies Postage and Delivery Telephone Travel Staff DBS Check Software Staff training Stationery Staff meetings Staff entertainment Other office costs and overheads Equipment repair	12,743 596 93 11 707 775 175 432 114 16 43 142 564 59	169 - - 10 - - - - - - - -	12,743 765 93 11 717 775 175 432 114 16 43 142 564 59	£	10,640 1,464 3,292 - 649 - 54 996 - 14 - 92
6.	STAFF NUMBERS AND COSTS	Unrestricted Funds 2014	Restricted Funds 2014	Total Funds 2014	~	Total Funds 2013 £
	Wages and salaries Social security costs	- - £ Nil	54,377 3,163 £ 57,540	54,377 3,163 £ 57,540	£	50,097 3,337 53,434

The full time equivalent number of employees during the year was 2.5 (2013 - 1.5).

No employee received remuneration of more than £60,000 (2013 - the same).

7. TRUSTEES

No trustees received remuneration in the year (2013 - the same). No trustees were reimbursed expenses for travel and other expenses incurred on behalf of the Charity during the year or the previous year.

Total funds

NOTES TO THE FINANCIAL STATEMENTS On the financial statements for the year ended 31 March 2014 2014 2013 8. DEBTORS Due within one year £ £ 226 Accrued income 3.681 297 Prepayments £ 3,681 523 9. CASH AT BANK AND IN HAND 2014 2013 £ £ 6,081 9.814 Cash at bank 122 108 Petty cash £ 6,203 9,922 10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR 2014 2013 £ £ Social security and other taxes 1.414 39 Net wages payable 1,516 1.774 Accruals Deferred grant income 8,160 11,129 £ 1,774 Deferred grant income Amount deferred in the year 8,160 Nil Balance at 31 March 2014 8,160 11. STATEMENT OF FUNDS Carried Incoming Resources **Brought** Forward **Forward** Resources Expended **Transfers** £ £ Restricted funds: Infuse 8,150 (8,150)Skillz 8,617 2,284 (10,901)1,244 Summer Residential (1,244)(1,245)Unrestricted fund 54 60,726 (62,025)

72,404

8,671

Nil

(1,245)

(82,320) £

NOTES TO THE FINANCIAL STATEMENTS

On the financial statements for the year ended 31 March 2014

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds 2014 £	Restricted Funds 2014 £	Total Funds 2014 £	Total Funds 2013 £
Current assets	9,884	-	9,884	10,445
Creditors due within one year	£ (11,129) £ (1,245)	£ Nil	£ (11,129) £ (1,245)	£ 8,671