
Future Skills Training
(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE 18 MONTH PERIOD ENDED
31 AUGUST 2015

Company limited by guarantee no: 5745511
Charity Number: 1119501
(England and Wales)

Future Skills Training
(A company limited by guarantee)

Contents

	Page
Legal and administrative information	2
Trustees' report	3 - 8
Independent examiner's report	9
Statement of financial activities	10
Balance Sheet	11
Notes to the Financial Statements	12-16

Future Skills Training
(A company limited by guarantee)

Legal and administrative information

Trustees

A M Thain
A Leaning
C Burnell (resigned 31 March 2015)
G Kelly (resigned 2 March 2015)
S Akinluyi

C Gallagher (appointed 12 May 2015)
D Jaggs (appointed 7 September 2015)
J Scott-Thompson (appointed 7 September 2015)

Charity reg. no. 1119501

Company re. no. 5745511

Registered office c/o St Marks Church
Battersea Rise
London
SW11 1EJ

THE REPORT OF THE TRUSTEES FOR THE 18 MONTH PERIOD ENDED 31 AUGUST 2015

The Trustees (who are also directors of the charity for the purposes of the Companies Act) present their annual report for the 18 month period ending 31 August 2015, together with the unaudited financial statement of Future Skills Training (the charitable company). The Trustees confirm that the Annual Report for the 18 month period 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) issued in March 2005. There is a new SORP which is effective for charities for the annual period beginning on or after 1 January 2015, therefore this will first become applicable for the charity in the next financial year.

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 the chief executive of the charity and has responsibility for the day-to-day management. The Board of Directors who are listed above meet at least three times a year to review developments, activities and achievements.

b) Appointed, Induction and Training of new trustees

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

During the 18 month period ended 31 August 2015, two trustees resigned and one new trustee was appointed. In addition, two new trustees were appointed post period end.

c) Organisational structure and decision making

The governance of the charitable company is the responsibility for the Trustees. Day to day management is by the Chief Executive of the Charity, who draws support and expertise of the highly experienced Board of Trustees and 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 August 2015.

e) 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 the necessary steps can be taken to lessen these risks

Objectives and Activities

Objectives and Aims

Future Skills Training seeks to invest time in young people enabling them to re-engage with education and employment.

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 on from last years report, the trustees continue to work towards the targets that were set:

- Increase the success rate of re-engagement in learning from 61% to 80%
- Increase the number of Pupil Referral Units we work with from 1 to 3, therefore increasing the number of young people in our Learn2Live project per year from 28 to 90.
- 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 continue to deliver our 5 main projects:

1. 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.
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, 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 confidence and social skills and allow deeper relationships to be built.

Achievements and Performance

a. 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

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

Project	Outcomes v Last Year	Additional Commentary
Learn2Live	23 attendees (-4% v LY) 22 regularly impacted (+18% v LY) 57% re-engaged with education (-5% v LY) 23 AQA Unit Awards achieved	No comparison on the previous years AQA Unit Awards, due to incomplete data.
Lean on Me	7 young people mentored (+43% v LY) 71% re-engaged with education (-5% v LY)	On average each young person attended 20 sessions, and received 90 hours of input from their mentors.
Infuse	263 total attendees (+56% v LY) Average of 27 young people per session	
Battersea Lions FC	20 regular attendees. Finished 5 th in the league	U18 team from previous year progressed into U21 team
Residentials	Aug 2014 - 7 young people went to Avon Tyrell. <ul style="list-style-type: none"> 4 out of 7 (57%) said they had more fun than they thought they would. On scale of 1 - 10 of how much they enjoyed the week everyone said 7 or above. 100% had a new experience. Feb 2015 - 5 young people to Bewl Water. Aug 2015 - 4 young people sailing with the Island Trust.	

We were again invited by St John Bosco College to deliver the conflict resolution workshops during February and March 2015, this time with a group of year 7 and year 8 students. Again the sessions were very successful, with many of the concepts understood and demonstrated.

The Trustees decided to change the year end to the 31st August so that our reporting coincides with the academic year, making it easier to present and compare data.

THE REPORT OF THE TRUSTEES FOR THE 18 MONTH PERIOD ENDED 31 AUGUST 2015

This year has again been hugely positive, particularly with the re-engagement figures for Learn2Live and Lean on Me, as well as the large increase of young people attending Infuse.

We had difficulties with recruiting young people for our residentials, so are in the process of reviewing our systems for residentials, but are keen to maintain their delivery due to their overall success.

We want to thank Oasis College again for their partnership, and the two excellent students we had volunteering for us this year, one for Infuse and one for Learn2Live.

A new partnership we developed this year was with Battersea Arts Centre and their 'The Agency' project, where a group of our Learn2Live students were involved in the further development of a board game that had been designed by a local young person.

In April 2014 the CEO and then Chair of the Board attended the 2 day XLM Mentoring training delivered by XLP, enabling us to deliver our mentoring using the XLM framework.

Despite considerable business development work carried out supported by the William Wates Memorial Trust, leading to a number of encouraging meetings, particularly with Park Campus Lambeth, and Shaftesbury Young People we have not had the success we wanted with expanding our Learn2Live and Lean on Me projects into other boroughs, and continue to develop our marketing efforts to achieve this aim.

During this year, the trustees undertook a review of both the Board and its function as well as a possible restructure of the FST business model. As part of this process we are recruiting new board members and so far have recruited a new treasurer, with one board member resigning.

This review process lead us to a focus on promoting the Learn2Live and Lean on Me projects to other London Borough's to increase the level of non grant related income, and to concentrate more resources on progressing more young people into full time education.

c. How did we do against our 2014/15 objectives?

Objective	Progress
Fundraise and recruit for the mentor coordinator/mentoring project	Work on-going
Gain commitment from a new PRU to deliver Learn2Live with	Not yet achieved, work on-going
Recruit a new trustee and a new treasurer	New treasurer in post, new trustees are being consulted.

FUTURE DEVELOPMENTS AND PLANS

Primary Objectives for 2015/2016

- To recruit new trustees to the board who can assist with the development of Future Skills.
- To improve our marketing enabling us to expand the delivery of our Learn2Live and Lean on Me projects into other boroughs and with new stakeholders.
- To continue the successful growth of Infuse

Fundraising Activities

- £2000 from The Foyle Foundation towards the cost of Infuse.
- £4120 from Wandsworth Council towards Lean on Me
- £500 from the Leaver Family Charitable Trust.
- £3000 from the Toms Trust towards Infuse.
- £866 from the Hedley Foundation towards Battersea Lions.
- £3000 from Goldsmiths towards Lean on Me.
- £3160 from the Wimbledon Foundation towards Infuse.
- £4095 from Tabhair towards Infuse.

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 and signed on their behalf by:

.....
J Scott-Thompson
Trustee

Independent examiner's report to the trustees of Future Skills Training

I report on the accounts of the Charity for the year ended 31 August 2015 which are set out on pages 10 to 16.

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

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.

.....
Charles Ssempijja, ACA
27 Netherford Road
London
SW4 6AF

Date:

Future Skills Training
(A company limited by guarantee)

Statement Of Financial Activities (Incorporating An Income And Expenditure Account)
For The Period Ended 31 August 2015

	Restricted £	Unrestricted £	for the 18 month period ending 31 August 2015 Total £	for the 12 month period ended 31 March 2014 Total £
Note				
Incoming Resources				
<i>Incoming resources from generated funds</i>				
Voluntary income	32,489	23,552	56,041	40,664
Investment income	-	56	56	13
Incoming resources from programme sales	-	75,981	75,981	31,685
Other incoming resources	-	120	120	42
Total Incoming Resources	32,489	99,709	132,198	72,404
Resources Expended				
Charitable activities				
PRU & Mentoring	20,000	42,887	62,887	33,866
Infuse	18,615	5,700	24,315	10,452
Skillz (lions)	1,777	5,110	6,886	19,749
Mediation	-	1,794	1,794	979
Summer Residential	598	5,655	6,253	3,551
Costs of generating funds	-	3,085	3,085	3,568
Governance costs	-	8,956	8,956	10,155
Total Resources Expended	40,989	73,187	114,176	82,320
Net incoming/(outgoing) resources before transfers	(8,500)	26,521	18,022	(9,916)
Transfers between funds	13,088	(13,088)	-	-
Net incoming/(outgoing) resources for the period	4,588	13,434	18,022	(9,916)
Funds at 1 April 2014	-	(1,245)	(1,245)	8,671
Funds at 31 August 2015	4,588	12,189	16,777	(1,245)

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 13 to the financial statements.

Future Skills Training
(A company limited by guarantee)
(Registered number 5745511)

Balance Sheet
as at 31 August 2015

Note	<u>as at 31 August 2015</u>	<u>as at 31 March 2014</u>
	£	£
Current Assets		
Debtors	-	3,681
Cash at Bank and in Hand	22,066	6,203
	<u>22,066</u>	<u>9,884</u>
Creditors: amounts falling due within one year	<u>(5,290)</u>	<u>(11,129)</u>
Net Current Assets	<u>16,777</u>	<u>(1,245)</u>
Net Assets	<u><u>16,777</u></u>	<u><u>(1,245)</u></u>
Funds		
General fund (unrestricted)	12,190	(1,245)
Restricted	4,588	-
	<u>16,777</u>	<u>(1,245)</u>
Total Funds	<u><u>16,777</u></u>	<u><u>(1,245)</u></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 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).

The financial statements were approved and authorised for issue by the Directors on and signed on its behalf by

.....
 J Scott-Thompson
 Trustee

Future Skills Training
(A company limited by guarantee)

Notes to the Financial Statements
For the 18 month period ended 31 August 2015

1 Accounting policies

1.1 Basis of preparation of financial statements

The financial statements are prepared under the historical cost convention and include the results of the charity's operation which are described in the Trustees' Report and all of which are continuing. The accounts have been prepared in accordance with the Companies Act 2006 and the Statement of Recommended Practice – Accounting and Reporting by Charities issued in March 2005 (SORP 2005).

The charity has taken advantage of the exemption in Financial Reporting Standard No.1 from the requirement to produce a cash flow statement on the grounds that it qualifies as a small charity.

1.2 Status of Company

The company is a company limited by guarantee. The members of the company are named on the information page. In the event of the company being wound up, the liability in respect of the guarantee is limited to £1 per member of the company.

1.3 Incoming resources

Future Skills Training generates income through running youth projects, mentoring and training sessions.

Voluntary income received by way of donations and gifts to the charity is included in full in the Statement of Financial Activities when received.

Grants received for specific purposes are accounted for as restricted funds in the Statement of Financial Activities.

1.4 Resources expended

Cost of generating funds comprises the costs associated with attracting voluntary income and grants for the provision of services run by the charity.

Resources expended are recognised in the period in which they are incurred.

Charitable expenditure comprises direct expenditure including direct staff costs attributable to its activities. Where costs cannot be directly attributed, they have been allocated to activities on a per capita basis consistent with the use of resources.

Governance costs are those incurred in connection with the management of the Charity's assets, the running of the organisation and compliance with constitutional and statutory requirements.

Future Skills Training
(A company limited by guarantee)

Notes to the Financial Statements
For the 18 month period ended 31 August 2015

1.5 Tangible fixed assets and depreciation

Fixed assets are only capitalised if their value is above £1,000 and have a life of more than one year.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following

Office equipment	33%	straight line
Computers and electronics	20%	straight line

1.6 Amounts receivable on workshops

Income is recognised on workshops upon delivery of the service.

1.7 Restricted funds

Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets this criteria is identified to the fund, together with a fair allocation of overheads and support costs.

1.8 Unrestricted funds (including designated funds)

Unrestricted funds, including designated funds, are donations and other incoming resources received or generated for the charities purposes and are expendable at the Management Committee's discretion.

1.9 Deferred grants

Grants of a revenue nature are credited to incoming resources in the period in which they are receivable. Grants received in advance for specified future periods are carried forward as deferred income.

Future Skills Training
(A company limited by guarantee)

Notes to the Financial Statements
For the 18 month period ended 31 August 2015

2 Incoming resources by charitable activity

	Restricted	Unrestricted	for the 18 month period ending 31 August 2015 Total	for the 12 month period ended 31 March 2014 Total
	£	£	£	£
PRU & Mentoring	7,120	52,600	59,720	28,775
Infuse	23,100	6,319	29,419	9,420
Skillz (Lions)	1,569	-	1,569	2,284
Mediation	-	1,200	1,200	1,675
Summer Residential	700	8,813	9,513	1,244
General	-	30,776	30,776	16,409
	<u>32,489</u>	<u>99,709</u>	<u>132,198</u>	<u>59,807</u>

3 Resources expended

	Staff costs	Direct costs	Support costs	for the 18 month period ending 31 August 2015 Total	for the 12 month period ended 31 March 2014 Total
Charitable expenditure					
PRU & Mentoring	51,664	4,635	6,588	62,887	33,866
Infuse	16,588	5,612	2,115	24,315	10,452
Skillz (Lions)	4,524	1,786	577	6,886	19,749
Mediation	1,508	94	192	1,794	979
Summer Residential	1,508	4,553	192	6,253	3,551
Total charitable expenditure	<u>75,791</u>	<u>16,679</u>	<u>9,665</u>	<u>102,135</u>	<u>68,597</u>
Costs of generating funds	2,262	534	288	3,085	3,568
Governance costs	7,540	455	961	8,956	10,155
Support costs	4,523	6,391	(10,915)	-	-
	<u>90,116</u>	<u>24,060</u>	<u>-</u>	<u>114,176</u>	<u>82,320</u>

Future Skills Training
(A company limited by guarantee)

Notes to the Financial Statements
For the 18 month period ended 31 August 2015

4 Support Costs	Restricted	Unrestricted	for the 18 month	for the 12
			period ending 31	month period
			August 2015	ended 31
			Total	March 2014
	£	£	£	Total
Staff support costs	-	6,785	6,785	12,743
Insurance expenses	-	524	524	596
Office Supplies	-	112	112	93
Postage and Delivery	-	27	27	11
Telephone	-	720	720	707
Travel	-	65	65	775
Staff DBS check	-	151	151	175
Software	-	308	308	432
Staff training	-	193	193	114
Stationery	-	33	33	16
Staff meetings	-	10	10	43
Staff entertainment	-	20	20	142
Other office costs and overheads	-	4,207	4,207	564
Equipment repair	-	-	-	59
	-	13,155	13,155	16,470

5 Staff numbers and costs	Restricted	Unrestricted	for the 18 month	for the 12
			period ending 31	month period
			August 2015	ended 31
			Total	March 2014
	£	£	£	Total
				£
Wages and Salaries	-	73,033	73,033	54,377
Social security costs	-	2,365	2,365	3,163
	-	75,398	75,398	57,540
Consulting staff costs	-	14,691	14,691	10,013
Volunteer costs	-	28	28	25
	-	90,116	90,116	67,578

Whilst staff costs are applied to specific projects as any costs not used for staff time are non-returnable, they meet the definition of unrestricted.

The full time equivalent number of employees during the year was 2.5 (2014 - 2.5)

6 Trustees

No trustees received remuneration in the year (2-14 - nil). No trustees were reimbursed expenses for travel and other expenses incurred on behalf of the Charity during the reported period.

Future Skills Training
(A company limited by guarantee)

Notes to the Financial Statements
For the 18 month period ended 31 August 2015

7 Debtors			
Due within one year		as at 31 August 2015	as at 31 March 2014
		£	£
Accrued income		-	3,681
		<u>-</u>	<u>3,681</u>

8 Cash at Bank and in hand			
		as at 31 August 2015	as at 31 March 2014
		£	£
Cash at bank		21,919	6,081
Petty cash		147	122
		<u>22,066</u>	<u>6,203</u>

9 Creditors: amounts falling due within one year			
		as at 31 August 2015	as at 31 March 2014
		£	£
Social security and other taxes		1,195	1,414
Net wages payable		-	39
Accruals		-	1,516
Deferred grant income		4,095	8,160
		<u>5,290</u>	<u>11,129</u>

10 Statement of funds					
	Brought forward	Incoming resources	Resources expended	Transfers	Carried forward
	£	£	£	£	£
Restricted funds:					
PRU & Mentoring	-	7,120	(20,000)	12,880	-
Lions	-	1,569	(1,777)	208	-
Infuse	-	23,100	(18,615)	-	4,485
Summer residential	-	700	(598)	-	102
	<u>-</u>	<u>32,489</u>	<u>(40,989)</u>	<u>13,088</u>	<u>4,588</u>
Unrestricted funds	<u>(1,245)</u>	<u>99,709</u>	<u>(73,186)</u>	<u>(13,088)</u>	<u>12,190</u>
Total funds	<u>(1,245)</u>	<u>132,198</u>	<u>(114,175)</u>	<u>-</u>	<u>16,777</u>

		as at 31 August 2015			as at 31 March 2014
		General funds	Restricted funds	Total funds	Total funds
	£	£	£	£	£
11 Analysis of net assets between funds					
Current assets	22,066	-	22,066	9,984	
Creditors due within one year	(5,290)	-	(5,290)	(11,129)	
	<u>16,777</u>	<u>-</u>	<u>16,777</u>	<u>(1,145)</u>	