

## **FUTURE SKILLS TRAINING**

**Trustees' Annual Report and Financial Statements  
for the year ended 31 August 2017  
Company limited by guarantee no. 05745511  
registered charity no. 1119501**

# **FUTURE SKILLS TRAINING**

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

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## **REPORT AND FINANCIAL STATEMENTS**

For the year ended 31 August 2017

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## FUTURE SKILLS TRAINING

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### REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS For the year ended 31 August 2017

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<b>Trustee</b>	Sam Akinluyi (Chair) Amy Leaning Jenny Scott-Thompson Alan Thain David Jaggs Caroline Gallagher – resigned during period
<b>Director/Chief Executive</b>	Phil Thain
<b>Charity reg. no.</b>	1119501
<b>Company reg. no.</b>	05745511
<b>Registered office</b>	c/o St Marks Church Battersea Rise London SW11 1EJ
<b>Independent Examiner</b>	Charles Ssempijja, ACA No. 38, 52 Peckham Grove London SE15 6FR
<b>Bankers</b>	The Co-Operative Bank Plc P O Box 250 Skelmersdale WN8 6WT

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2017**

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The trustees present their annual report and financial statements of the charity for the year ended 31 August 2017. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's governing document, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

This report and accounts are for Future Skills Training charity, and are separate from the accounts that this charitable company has logged with companies house for the same financial year.

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

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

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

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

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

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

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

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

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

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

## FUTURE SKILLS TRAINING

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### TRUSTEES' REPORT

For the year ended 31 August 2017

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#### Related party relationships

The Charity has considered the disclosure requirements of the SORP for related party relationships. The charity has no related party connections with other organisations. The trustees consider that the members of the board and their close connections to be the only related parties of the charity. All trustees give their time voluntarily and receive no benefits from the charity. Details of trustee expenses and related party transactions are disclosed in notes 6 and 7 to the accounts.

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

#### Remuneration policy for key management personnel

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

#### Risk management

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

### OBJECTIVES AND ACTIVITIES FOR THE PUBLIC BENEFIT

#### Purposes and aims

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

This year saw Future Skills expand its reach to supporting primary aged children, alongside still working with those 11 – 19 year olds. This was brought about through our new partnership with Victoria Drive Pupil Referral Unit, that saw us begin to mentor children as young as year 4, helping them to remain in mainstream school, with the support from both Victoria Drive and Future Skills.

Through our Lean on Me project we **mentored 12 primary aged children**, ranging from year 4 to year 6. In most cases we supported the children once per week, outside of school, although one child we did support in school. The length of support given varied case by case. Out of the 12 children supported, 5 of them we are continuing to support into next year. From those remaining 7, **100% of them remained in primary school for the year, and 80% of the year 6's had a positive and successful transition into secondary school.**

## FUTURE SKILLS TRAINING

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### TRUSTEES' REPORT

For the year ended 31 August 2017

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We are so pleased at the success of this first year of working with primary aged children. The partnerships between us, Victoria Drive and the individual primary schools have been really strong. This is a huge factor in the success of keeping these vulnerable children in school, and helping the year 6 children to successfully transition into secondary school. Not only will this help set a platform from which the children can hopefully succeed in school, but also has saved the UK tax payer a huge amount of money in these children not being excluded and the many issues that can often follow an exclusion. According to an Independent Newspaper report from October 2015 the average PRU spend per pupil of £15,000 compares to the national mainstream average of just under £5000.

This year through the Lean on Me project we only **worked with two 11 – 19 year olds**, due to a low number of referrals. However, **one of them returned to mainstream education**, having been excluded. The other young person we mentored even though they had moved to the London Borough of Lewisham, so meant considerable travel for staff. This young person was experiencing severe emotional distress due to the breakdown of key family relationships, and was placed in foster care. Despite the immense amount of support provided by the foster carer, ourselves and other professionals, to date, all attempts at engaging positively in education have failed and there were no positive outcomes.

Sometimes in this work supporting vulnerable and damaged young people, despite all the support offered we are unable to effect the positive change that we aim for. Some of the young people need more intensive specialised support that is not always available, and even if available, often the young people are not in a place to willingly engage in it. In addition, the home environment and the relationships with key care givers within are so central to a young person's wellbeing, that if that is not providing the love and boundaries needed then it can make it very difficult for organisations like Future Skills to have the desired impact.

Our Learn2Live project, supporting pupils from Francis Barber PRU, had a particularly challenging year, with more extreme, oppositional behaviour than we have experienced in recent years. This made it very difficult with some young people to appear to have any positive impact. We hold on to the hope that the time they spent with us will have an impact on them later on in life when they perhaps reflect on the year they have had.

This year we also experienced a greater lethargy amongst some of the young people, which led to more poor attendance and punctuality. Obviously if a young person is not present we are unable to work with them in any way and therefore not impact them. Despite these challenges however, **50% of leavers in the year re-engaged with education**. This is testament, not only to the hard work and dedication of the Future Skills team, but also the hard work of the staff at Francis Barber PRU, and the other professionals and agencies involved in the young people's lives.

In the year ahead we aim to foster a greater working relationship across all the agencies involved (social care, educational psychology and educational welfare, youth offending team and others) to help the young people to achieve even better outcomes.

Infuse youth café and club remained a valued place to be after school for a smaller, but very regular number of young people. This year we had **161 different young people attend Infuse, with an average of 12 young people per session** across the year. **37 young people attended regularly** throughout the year. We had 6 young people volunteer at Infuse. They helped with setting up and clearing away, working in the kitchen, promoting Infuse and positively engaging with the other young people that attended Infuse.

## FUTURE SKILLS TRAINING

### TRUSTEES' REPORT

For the year ended 31 August 2017

The most successful aspect of Infuse this year was the relationships that we built and maintained with our regulars. Through those relationships we have been able to support 2 young couples who both became parents during the year. We have been able to help some of our older attendees to write and update CV's and cover letters, have frank discussions about a whole range of topics including sex and relationships, marijuana, finances, education, politics and more.

This year was the second season for the younger Battersea Lions team, now under 13s. We had a squad of 18 players, with only one match day where we didn't have a full team of 11 or more players. Nearly every week we had at least 12 players available. This is in the context of a number of other teams throughout the season having to forfeit games due to not having enough players to field a team. This shows the commitment and togetherness of our boys. Throughout the season, the weekly training session was always well attended, which was borne out in the development of the team and their success. **We reached the quarter finals and semi-finals of two of the 3 cup competitions we entered.** The boys not only **won their division**, but **were unbeaten** throughout the whole season. We had the best defensive record across the entire league (228 teams across all age groups), conceding only 12 goals.

Below is the breakdown of our key performance indicators against last year's results.

Project	Outcomes v Last Year	Additional Commentary
Learn2Live	18 attendees (+ 3% v LY) 16 regularly impacted (+ 25% v LY) 50% re-engaged with education (- 33% v LY) 7 AQA Unit Awards achieved (- 22% v LY)	Continuing the trend from last year, the challenging and oppositional behaviour from some of the young people was even more severe, leading to a higher number of sessions where little was achieved, therefore adversely impacting our results for the year.
Lean on Me	14 children & young people mentored (+ 50% v LY) 1 returned to mainstream education 7 remained in mainstream education 4 year 6's successfully transitioned to secondary school. 5 continue to be mentored (same as LY)	Now working with primary as well as secondary aged children. The majority of the primary work is measured by remaining in education and transitioning to secondary school rather than excluded pupils returning to mainstream as with the secondary aged pupils.
Infuse	161 total attendees (- 29% v LY) Average of 12 young people per session. (- 29% v LY)	Although the number of attendees has dropped it remains high. The number of regulars has reduced however the majority of those that attend regularly attend on a weekly basis, and greatly value Infuse.
Battersea Lions	18 regular attendees (+ 22% v LY) Finished 1 <sup>st</sup> in the league (same as LY)	Under 13's play 11 a-side, so a larger squad required this year. Hugely successful year!
Residentials	No residential this year.	

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2017**

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#### **Principle activities**

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

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

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 focused 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.

By engaging with the children and young people that we work with, and by giving them the time and for many the longer term relationship they desire, we are able to help steer more of them towards positive choices in terms of their education, social life and relationships. Obviously not only does this directly benefit the young people, but the benefit to society as a whole is huge. The financial savings made by the young people staying in education, not engaging in crime, creating more stable families of their own is considerable. Staging early interventions to stop young people going off the rails and getting into serious difficulties could save £1.7bn a year, a coalition of more than 50 leading charities say. In addition society at large functions in a more positive and stable way with these young people better equipped to navigate life as adults and making a positive contribution to society.

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

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



## FUTURE SKILLS TRAINING

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### TRUSTEES' REPORT

For the year ended 31 August 2017

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

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

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

This year saw us reach 10 years of delivering the Learn2Live Project and working with Francis Barber PRU. This work continues to be one of our core activities, as we seek to develop the young people so that they are able to re-engage with mainstream education.

The year began with some of the pupils displaying some extremely oppositional and at times abusive behaviour. This made completing sessions very difficult. However due to our close working relationship with the PRU together we were able to manage the situation to the benefit of those that wanted to engage and progress, which helped us to achieve the 7 AQA Unit Awards and the 50% positive progression.

Early on in the year our key facilitator Michelle, left us after 9 years, so we decided to seek some guest facilitators to teach their area of expertise. One of our guests was Stephen Graham who came to enable the young people to produce their own short film. Alongside this we also delivered a number of cooking sessions, as this is such an important life skill.

The other half of the Learn2Live project maintained its sports focus, with the boxing and squash sessions in particular providing the environment for specific young people to develop their confidence and social skills as well as progress in the particular sport and become more comfortable travelling around London.

The Lean on Me project had a very successful year, both in terms of its expansion and its outcomes. It has been a pleasure to work with Victoria Drive PRU and a number of the primary schools in Wandsworth in supporting some young and vulnerable children. The majority of the mentoring was outside of school, however with two of the children we were also asked to work in school. We supported children with a wide variety of needs, including those with ADHD, behavioural issues brought about by deep emotional problems, those with challenging home environments and poor parenting, amongst other issues.

One of our biggest success stories was TJ, who we began mentoring earlier in 2016. When we first met TJ he had been excluded from school and was in trouble with the police. His attitude towards education was quite negative and he was socialising with some young people who increased the risk of him engaging in crime. Over the 14 months of mentoring, as well as TJ volunteering at Infuse and also attending our residential in August 2016, he re-integrated into mainstream school, stopped committing crime, and started to consider his future in terms of further education and employment. An excerpt from a text message from his mother read *"The changes he is, we are making, is sustained and improved on now. He is in a very different place these days, that's down to your involvement. Thank you, I have a happy boy again, that's priceless"*.

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2017**

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Infuse had a mixed year, based on the attendance targets we were trying to achieve. Although we didn't see the increase in attendance and the number of regulars we were hoping, we still maintained healthy attendance figures. One of the huge positives of the numbers not hugely increasing was the time that gave the team to build deeper relationships with those that make Infuse a regular place to hang out after school.

One of the main challenges we had to face this year was the Infuse Project Manager being absent for 6 months of the year, and us not having the financial resources to replace him in that time. This huge reduction of staff resource for those 6 months had a dramatic impact on our ability to implement all the plans for growing Infuse. For some periods we were only able to maintain normal delivery levels.

On really important aspect we noticed this year when we reviewed who was attending, was that at least half of those who have made Infuse their home, come either on their own, or in a pair or very small group. For the team this greatly encouraged us to be aware that we are providing an opportunity for young people who may otherwise get lost in bigger youth clubs, or may not even attend due to the social pressures of a larger group of young people that come from different areas and schools.

To help encourage new attendees, and to increase the variety of activities available at Infuse we ran a number of feature evenings this year. These included film nights, pizza making and Caribbean food workshops. The food evenings were supported by two local businesses (Well Kneaded and Caribburton), to whom we are extremely grateful.

Battersea Lions FC had another fantastic year. This year the team competed as U13s, which meant moving up to 11 a-side. This led to us needing to increase the squad size, which we achieved. As last year, the boys showed a huge amount of dedication to the team with their attendance at our weekly training sessions and also their availability of matches. Only once in the season did we not have a full 11 players available, losing a cup match with 10 players to a very good team from Walthamstow. We had a very successful season, winning our division and having the best defensive record across the entire league of all ages (228 teams).

It is really exciting to work with a team from a young age (we started them at U12s), not only do we get to see the development of them as football players, but we also see them develop as people. We have seen confidence grow in many of the boys, as well as better communication skills, and a greater understanding of what it means to work as a team, and listen to and carry out instructions. Sport continues to be a fantastic social development tool.

A mention must go to Ricky Hammond who began Battersea Lions, his excellent coaching and total dedication to the boys is one of the main reasons for the success that the boys enjoy. Next year we hope to win the league again and also one of the cup competitions that we enter.

This year we began an exciting new partnership with Kingston University, having students volunteer with us over a few months. Asma and Salem volunteered on the Learn2Live project, and Jemy volunteered at Infuse. We greatly valued having them as part of the team for the short while they were with us, and feedback from them was very positive about their experience working with our young people. We look forward to more volunteers next year.

Again this year, a regular facet of our work due to our approach of "the door always being open", we supported 6 of our older young people, as and when they have needed us. This has ranged from practical support of updating cv's and printing them out or submitting them through online recruitment, to emotional support over a lunch discussing personal issues.

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2017**

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As for all small charities like us, fundraising this year continued to be a huge challenge, with the competition for funds continuing to be fierce. As mentioned earlier in this report, the staff shortage also had a knock on effect on our fundraising efforts, due to having to divert some staff resources towards maintaining delivery of our key projects.

Despite the challenges we were still successful with some of our fundraising activities.

We maintained our current level of regular individual donors, and we wish to thank those who faithfully donate every month through standing order.

In addition we submitted 23 applications to grant making organisations, the breakdown is below:

- General funds we submitted 16 applications, 2 were successful. £1000 from William Allen Young Charitable Trust and £2000 from the Albert Hunt Trust.
- Infuse staff costs 6 applications were submitted, 1 was successful. £10,000 from the Wandsworth Grant Fund, towards our female Infuse worker.
- Battersea Lions, 1 application submitted which was successful. £2,500 from Leathersellers.

We wish to thank those all those organisations who have supported us this year.

## **FINANCIAL REVIEW**

### **Financial position**

The Charity achieved net income for the year of £11,538 (2016 - net expenditure of £12,339) details of which are shown in the Statement of Financial Activities on page 14.

Total income for the year amounted to £93,198, an increase of £25,225 on the previous year, and total expenditure amounted to £81,660, an increase of £1,348 on the previous year.

### **Reserves policy**

Future Skills Training's policy is to ensure that there are reserve funds available to run the basic operations of the charity for a minimum of three months. At the balance sheet date, the Trustees estimate this would require reserves of £38,000. At the year end, the charity had unrestricted reserves of £15,976, which is below the required level, however the Trustees do not consider this to be unreasonable because the potential growth in partnerships next year that will bring in more income will allow us to build up greater

### **Going concern**

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

The Trustees are grateful of the continued financial support from all the individuals who support us regularly through standing order. Our partnership with Francis Barber PRU continues successfully and we now have built a good partnership with Victoria Drive PRU and a number of primary schools in Wandsworth. This expansion of our reach provides a firm foundation for the charity's activities as we look to further expand in the next financial year.

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2017**

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

During 2017/18, the charity will continue to advance in life and help at risk and young vulnerable people by providing education and training which develops their skills, capacities and capabilities to enable them to participate in society and mature to responsible adults.

More specifically, our plans next year for each project are:

##### *Learn2Live*

Next year we are planning a review of the whole Learn2Live programme to ensure that what we are delivering is still the most effective it can be and is empowering the young people to re-engage with education. We are intending to invite some industry experts to observe the sessions and feedback their thoughts and ideas. We also want to ensure that we have a unique offer in Learn2Live that will attract schools and Pupil Referral Units from other neighbouring boroughs.

##### *Lean on Me*

We look forward to continuing supporting both primary and secondary aged children. In addition we are developing an exit evaluation for those mentees where our normal monitoring system is not appropriate.

##### *Infuse*

Now that we are back to being fully staffed and also continuing our recruitment for volunteers we look forward to growing the number of young people that attend Infuse. Also our focus will remain on building and maintaining strong relationships with the young people that attend regularly, providing emotional and practical support where needed.

##### *Battersea Lions*

The team will continue next year as a U14 team. Most of the squad is continuing, with a couple of new signings having joined the team already.

##### *Residentials*

Next year we are planning again to work together with one of our key partners to deliver a summer residential.

##### *General*

To continue to improve our fundraising and promotion to both raise more funds through grants and individuals as well as encourage more schools, social care departments, PRU's etc to refer young people to our services.

## **FUTURE SKILLS TRAINING**

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### **TRUSTEES' REPORT**

**For the year ended 31 August 2017**

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#### **TRUSTEES' RESPONSIBILITIES**

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

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

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

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

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

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

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

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

This report was approved by the Board of Trustees on ..... and signed on their behalf by:

.....  
**Sam Akinluyi**  
Chair

## **FUTURE SKILLS TRAINING**

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

**For the year ended 31 March 2018**

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I report on the accounts of the charity for the year ended 31 August 2017 set out on pages 25 to 37.

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

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

It is my responsibility to:

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

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

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

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

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

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

/Continued...

**FUTURE SKILLS TRAINING**

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

**For the year ended 31 March 2018**

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.../Continued

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

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

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

Date: .....

## FUTURE SKILLS TRAINING

### STATEMENT OF FINANCIAL ACTIVITIES

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

For the year ended 31 August 2017

	Notes	Unrestricted Funds 2017 £	Restricted Funds 2017 £	Total Funds 2017 £	Unrestricted Funds 2016 £	Restricted Funds 2016 £	Total Funds 2016 £
<b>INCOME FROM</b>							
Donations and legacies	2	24,732	29,235	53,967	18,246	18,721	36,967
Charitable activities							
PRU & Mentoring		39,180	-	39,180	30,956	-	30,956
Investments	3	25	-	25	33	-	33
Other		26	-	26	17	-	17
<b>TOTAL INCOME</b>		<b>63,963</b>	<b>29,235</b>	<b>93,198</b>	<b>49,252</b>	<b>18,721</b>	<b>67,973</b>
<b>EXPENDITURE ON:</b>							
Charitable activities							
PRU	4	27,995	283	28,278	23,516	-	23,516
Mentoring	4	14,650	72	14,722	8,918	-	8,918
Infuse		2,742	22,731	25,473	15,891	14,929	30,820
Battersea Lions	4	1,154	6,149	7,303	2,046	7,610	9,656
Summer Residential		212	-	212	1,855	770	2,625
		<b>46,753</b>	<b>29,235</b>	<b>75,988</b>	<b>52,226</b>	<b>23,309</b>	<b>75,535</b>
Raising funds	4	5,672	-	5,672	4,777	-	4,777
<b>TOTAL EXPENDITURE</b>		<b>52,425</b>	<b>29,235</b>	<b>81,660</b>	<b>57,003</b>	<b>23,309</b>	<b>80,312</b>
<b>NET MOVEMENT IN FUNDS</b>		<b>11,538</b>	<b>-</b>	<b>11,538</b>	<b>(7,751)</b>	<b>(4,588)</b>	<b>(12,339)</b>
<b>RECONCILIATION OF FUNDS</b>							
TOTAL FUNDS	AT 1	4,438	-	4,438	12,189	4,588	16,777
SEPTEMBER 2016							
<b>TOTAL FUNDS</b>	<b>AT 31</b>	<b>£ 15,976</b>	<b>£ Nil</b>	<b>£ 15,976</b>	<b>£ 4,438</b>	<b>£ Nil</b>	<b>£ 4,438</b>
<b>AUGUST 2017</b>							

The annexed notes form part of these financial statements



## FUTURE SKILLS TRAINING

(Registered charity number 1119501, registered company number 05745511)

### BALANCE SHEET

As at 31 August 2017

	Notes	£	2017 £	£	2016 £
<b>CURRENT ASSETS</b>					
Prepayments and other debtors	9	3,682		1,674	
Cash at bank and in hand		13,309		21,972	
		<u>16,991</u>		<u>23,646</u>	
<b>CREDITORS: amounts falling due within one year</b>					
	10	(1,015)		(19,208)	
<b>NET CURRENT ASSETS</b>			<b>15,976</b>		<b>4,438</b>
<b>NET ASSETS</b>		<u>£</u>	<u><b>15,976</b></u>	<u>£</u>	<u><b>4,438</b></u>
<b>FUNDS</b>					
Unrestricted funds:					
General fund	11		<b>15,976</b>		<b>4,438</b>
		<u>£</u>	<u><b>15,976</b></u>	<u>£</u>	<u><b>4,438</b></u>

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

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

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

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

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

SAM AKINLUYI, Chair

The annexed notes form part of these financial statements

## FUTURE SKILLS TRAINING

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### STATEMENT OF CASH FLOWS For the year ended 31 August 2017

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	2017		2016	
	£	£	£	£
Cash flows from operating activities		<b>11,538</b>		<i>(12,339)</i>
Net cash provided by / (used in) operating activities				
(Increase)/decrease in debtors	<b>(2,008)</b>		<i>(1,674)</i>	
Increase/(decrease) in creditors	<b>(18,193)</b>		<i>13,919</i>	
		<b>(20,201)</b>		<i>12,245</i>
Cash flows from investing activities		-		-
Cash flows from financing activities		-		-
Change in cash and cash equivalents in the year		<b>(8,663)</b>		<i>(94)</i>
Cash and cash equivalents at the beginning of the year		<b>21,972</b>		<i>22,066</i>
Cash and cash equivalents at the year end		<b>13,309</b>		<i>21,972</i>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2017

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1. ACCOUNTING POLICIES

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

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, as updated on 2 February 2016 (SORP 2016), and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

***Public benefit entity***

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

***Going concern***

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

***Income***

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

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

***Interest receivable***

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

***Fund accounting***

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

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

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

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2017

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***Expenditure and irrecoverable VAT***

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

***Allocation of support costs***

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

***Debtors***

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

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

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

***Creditors and provisions***

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

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

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

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

## FUTURE SKILLS TRAINING

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2017

#### 2. DONATIONS AND LEGACIES

	Unrestricted Funds 2017 £	Restricted Funds 2017 £	Total Funds 2017 £	Total Funds 2016 £
Grant income				
- ASDA Foundation	-	-	-	50
- Enable Leisure	-	-	-	1,200
- Tabhair Chiene Tait LLP	-	-	-	4,095
- Leathersellers	-	2,500	2,500	-
- London Community Foundation	-	16,380	16,380	-
- London Borough of Wandsworth	10,000	6,000	16,000	6,000
	<u>10,000</u>	<u>24,880</u>	<u>34,880</u>	<u>11,345</u>
Donations, including gift aid	14,732	4,355	19,087	25,622
	<u>£ 24,732</u>	<u>£ 29,235</u>	<u>£ 53,967</u>	<u>£ 36,967</u>

#### 3. INVESTMENT INCOME

	2017 £	2016 £
Interest receivable from:		
Cash at bank	£ 25	£ 33
	<u>£ 25</u>	<u>£ 33</u>

#### 4. ANALYSIS OF EXPENDITURE

	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2017 £	Total 2016 £
Charitable activities					
PRU	2,810	20,726	4,742	28,278	23,516
Mentoring	2,385	10,040	2,297	14,722	8,918
Infuse	1,330	19,648	4,495	25,473	30,820
Battersea Lions	5,779	1,240	284	7,303	9,656
Summer Residential	212	-	-	212	2,625
	<u>12,516</u>	<u>51,654</u>	<u>11,818</u>	<u>75,988</u>	<u>75,535</u>
Fundraising costs	2	4,614	1,056	5,672	4,777
Support & governance costs	3,387	9,487	(12,874)	-	-
	<u>£ 15,905</u>	<u>£ 65,755</u>	<u>£ Nil</u>	<u>£ 81,660</u>	<u>£ 80,312</u>

## FUTURE SKILLS TRAINING

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2017

Prior year	Direct costs £	Staff / consultant costs £	Support & governance costs £	Total 2016 £
<i>Charitable activities</i>				
PRU	2,364	16,456	4,696	23,516
Mentoring	692	6,400	1,826	8,918
Infuse	2,239	22,236	6,345	30,820
Battersea Lions	5,948	2,885	823	9,656
Summer Residential	238	1,857	530	2,625
	<u>11,481</u>	<u>49,834</u>	<u>14,220</u>	<u>75,535</u>
Fundraising costs	143	3,605	1,029	4,777
Support & governance costs	7,954	7,295	(15,249)	-
	<u>£ 19,578</u>	<u>£ 60,734</u>	<u>£ Nil</u>	<u>£ 80,312</u>

Of the total expenditure of £81,660 (2016 - £80,312), £46,753 (2016 - £52,226) was unrestricted expenditure, and £29,235 (2016 - £23,309) was restricted expenditure.

#### 5. STAFF COSTS AND NUMBERS

	Unrestricted Funds 2017 £	Restricted Funds 2017 £	Total Funds 2017 £	Total Funds 2016 £
<b>Salary costs</b>				
Wages and salaries	60,764	-	60,764	53,548
Social security costs	1,485	-	1,485	1,164
	<u>62,249</u>	<u>-</u>	<u>62,249</u>	<u>54,712</u>
<b>Other staffing costs</b>				
Consultancy	3,505	-	3,505	8,931
	<u>£ 65,754</u>	<u>£ Nil</u>	<u>£ 65,754</u>	<u>£ 63,643</u>

The average weekly number of staff on a head count basis was 4 (2016 - 4).

The total employee benefits of the key management personnel were £28,990 (2016 - £29,099).

#### 6. TRUSTEES' REMUNERATION AND EXPENSES

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

No trustees received any reimbursement of expenses, travel and subsistence or otherwise (2016 - the same).

## FUTURE SKILLS TRAINING

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2017

#### 7. RELATED PARTY TRANSACTIONS

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

#### 8. SUPPORT COSTS

	2017	2016
	£	£
Governance costs:		
Independent Examiner's fee	600	1,200
Governance staff costs	4,626	-
	<u>5,226</u>	<u>1,200</u>
Food and meals	134	20
Dues and subscriptions	330	330
Premises hire	12	-
Travel	6	20
Insurance Expense	552	550
General office costs	419	786
Postage and Delivery	9	1
Printing and photocopying	13	227
Computer and Internet Expenses	8	628
Telephone	710	681
Staff DBS Check	63	80
Software	184	162
Staff training	-	215
Stationery	6	12
Staff meetings	-	-
Staff entertainment	196	50
Advertising/Promotional	145	68
Sundry expenses	-	15
Staff support costs	4,861	7,295
	<u>£ 12,874</u>	<u>£ 12,340</u>

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

The Independent Examiner's fee includes £600 underaccrual for 2015.

## FUTURE SKILLS TRAINING

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2017

#### 9. DEBTORS

	2017	2016
	£	£
<b>Due within one year</b>	<b>£</b>	<b>£</b>
Trade debtors	77	-
Accrued income	3,605	1,444
Net pay overpayment	-	230
	<u>£ 3,682</u>	<u>£ 1,674</u>

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

	2017	2016
	£	£
Accruals	600	918
Deferred grant income	-	18,290
Taxation and social security	415	-
	<u>£ 1,015</u>	<u>£ 19,208</u>
<u>Deferred income</u>		
Balance at 1 September 2016	18,290	-
Amount released to incoming resources	(18,290)	-
Amount deferred in the year	-	18,290
Balance at 31 August 2017	<u>£ Nil</u>	<u>£ 18,290</u>



## FUTURE SKILLS TRAINING

### NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 August 2017

#### 11. STATEMENT OF FUNDS

	Brought Forward £	Incoming Resources £	Resources Expended £	Transfers and investment gains/(losses) £	Carried Forward £
<b>RESTRICTED FUNDS</b>					
PRU & Mentoring	-	-	(355)	355	-
Battersea Lions	-	6,855	(6,855)	-	-
Infuse	-	22,380	(22,025)	(355)	-
	<u>£ Nil</u>	<u>£ 29,235</u>	<u>£ (29,235)</u>	<u>£ Nil</u>	<u>£ Nil</u>
<b>SUMMARY OF FUNDS</b>					
General Funds	4,438	63,963	(52,425)	-	15,976
Restricted Funds	-	29,235	(29,235)	-	-
	<u>£ 4,438</u>	<u>£ 93,198</u>	<u>£ (81,660)</u>	<u>£ Nil</u>	<u>£ 15,976</u>

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

	Unrestricted Funds		Restricted Funds	Total Funds
	Designated Funds £	General Funds £	£	£
Net current assets	-	15,976	-	15,976
	<u>£ Nil</u>	<u>£ 15,976</u>	<u>£ Nil</u>	<u>£ 15,976</u>