

EDUCATION AND SKILLS DEVELOPMENT GROUP
Charity Registration Number: 1118721
Company number: 05635779

Annual Report and Financial Statements

FOR THE YEAR ENDED 30 NOVEMBER 2021



EDUCATION AND SKILLS DEVELOPMENT GROUP

Contents	Page
Legal and administrative information	1
Trustees' report	2-7
Independent examiner's report	8
Statement of financial activities	
Balance sheet	
Notes to the accounts	



EDUCATION AND SKILLS DEVELOPMENT GROUP

Legal and Administrative Information

For the year ended 30 November 2021

Status:	Registered Charity & Company Limited by Guarantee	
Company number:	05635779	
Charity Number:	1118721	
Registered Office & Business Address:	Resource Centre Featherstone Terrace Southall Middlesex, UB2 5AL	
Trustees:	Dr Sham Qayyum Ms Hafsa Hajir Ms Yasmin Irrobeh Ms Tanya White Ms Chariklia Tripolitaki Ms Surinder Lall Mohamed Nur (13/08/2021)	Chairperson Secretary Member Member Member Member Member
Bankers:	HSBC Bank, Southall Branch 1 Regina Road Southall, Middlesex UB2 5PL	
Independent examiner:	Optmark Accountants Ltd 5 Mitcham Lane London SW16 6LG	

EDUCATION AND SKILLS DEVELOPMENT GROUP

Directors' and Trustees' Report

For the 12 months ended 30 November 2021

The Trustees are pleased to present their annual directors' report together with the financial statements of the charity for the 12 months ended 30th November 2021, which comply with relevant law and good practice including Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the



Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Effective 1 January 2015).

OUR PURPOSE AND OBJECTS

Established in 2005, Education Skills Development Group (ESDEG) is an independent charity based in Southall. ESDEG provides valuable services to over 150 parents, children and young people every week, including through three supplementary schools in Southall, Northolt and Brent; Youth (NEET) employability and training, Mentoring children and young people, ESOL classes for parents, refugee elderly luncheon club and befriending services and advice and guidance on welfare benefits, housing, education and many other community issues.

Objects:

The objective of Education and Skills Development Group is to improve the conditions of Somali refugees, asylum seekers and other Black and ethnic minority (BAMER) communities in Ealing and surrounding boroughs, particularly children and young people by:

- The advancement of education and training
- The relief of unemployment for the benefit of the public
- The relief of poverty, sickness and distress and promotion of good health
- The provision of recreational facilities in the interest of social welfare with the objects of improving their conditions of life

LEGAL STRUCTURE:

Education and Skills Development Group is a registered charity and company limited by guarantee. ESDEG is governed by a memorandum and articles of association and in accordance with these Trustees are appointed and the Chair nominated by the Trustees. Trustees meet as frequently as they wish and a minimum of four times a year. Trustees set the overall framework, and grant delegated authority to the director and his team for implementation of this framework and day to day operational management of the company. Trustees are given an induction and relevant training as and when required.

OUR ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

Education and Skills Development Group has been engaged in various activities for the year ended 30 November 2021, which includes, among other things, the activities below.

Supplementary School Teaching

We delivered weekly supplementary classes in Maths and English in schools in Southall, Northolt, and Brent to children studying from Key Stage 1 to 4; as well as extra-curricular activities for pupils that have focused on developing self-esteem and confidence, aspiration, and core skills to enable young people to succeed.

Our activities reduced the attainment gap between refugee-heritage and other disadvantaged children and their peers, helped children develop key soft skills and supported parents to better work with school staff to enable their child to thrive.

Mentoring, and tackling school exclusion Project

We mentored children from three Primary schools in West London (Featherstone Primary School, Durdan's Park Primary School, and Viking Primary School) and three secondary schools (Lampton School, Villiers High School and Featherstone High School).

Our mentoring led to a reduction in fixed, permanent, and informal exclusion, improved attainment, and raised aspiration.

SEND Project

We provided support to families and children affected by special educational needs and disabilities. Our work helped families to overcome challenges associated with gaining a SEND diagnosis, and/or EHC plan, and helped them to better support their child. Through accessible information, advice and guidance we raised awareness and enabled families to exercise their rights.

Counselling Project

We provided children and their family members with 1-2-1 and group counselling sessions to improve their mental health and wellbeing. Our qualified counsellor helped them to cope with a range of challenges from intergenerational conflict to mitigating the impact of Covid-19 and enabled them to access mainstream services as required.

Healthy Eating and Positive Lifestyles Project

We provided activities for girls and women from disadvantaged and intersectional backgrounds to improve their lives through healthier eating, and exercise. As required participants were enabled and sign-posted to relevant NHS services that they needed. We also supported participants to socialise and develop targeted skills that enabled them to achieve their aspirations.

ESOL Classes Project

We delivered twice weekly ESOL classes for parents and grandparents of children attending our supplementary schools. In addition to helping attendees improve their English, this programme helped participants gain confidence and enabled them to interact positively with people from different communities.

Refugee Elders Luncheon Club

We delivered a weekly luncheon club to elderly people including from a refugee background. We helped participants escape isolation and loneliness, encouraged physical activity, and civic participation, mainly through socialising with other members of the community and through volunteering.

Welfare Advice and Guidance Project

We provided one to one and group support to service users as regards welfare benefit and housing, hospital appointments, energy and council tax payment plans, and any other issues they may have had that was preventing them from thriving.

Youth employability, education and training support.

We worked with NEET young people to release their potential and enable them to think it possible. Through working in partnership with employers and training providers we facilitated volunteering, placements, employment and enabled young people to pursue higher education opportunities.

Other activities

As a hub for community services and activity, we delivered a number of other activities in the form of workshops, collaborative events, to help integration, civic participation and for people in the community to know their rights.

Public benefit statement

In shaping our objectives for the year and planning our activities, the Trustees have considered S.17 of the Charities Act 2011 and the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PD2)'. The achievements and activities above demonstrate the public benefit arising from the charity's activities.

FINANCIAL REVIEW

The Trustees of Education and Skills Development Group submit their Trustees' report and financial statements for the year ended 30 November 2021.

Risk management

The Trustees have a risk management strategy which comprises:

- An annual review of the risks that the charity may face;
- The establishment of systems and procedures to mitigate those risks identified in the plan;
- Implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

Reserve policy:

The charity currently operates with unrestricted reserves of £28,927. The Trustees have set a target of £30,000 unrestricted reserve which equals to approximately 6 months of operational expenditure.

Trustees Responsibilities:

Charity law requires the trustees to prepare the financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its financial activities for that period. In preparing those financial statements, the trustees are required to:

1. Select suitable accounting policies and apply them consistently,
2. Make judgements and estimates that are reasonable and prudent,



3. State whether the policies adopted are in accordance with the Charities Act, and
4. Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue to operate.

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 regulations and 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.

Funding

We would like to thank our funders which includes John Lyon's Charity, City Bridge Trust, National Lottery, Ealing Young Foundation, Paul Hamlyn Foundation, Awards for All, People's Health Trust, Centre for Youth Impact, and Mark Waf Crown.

STATEMENT OF DISCLOSURE TO INDEPENDENT EXAMINER

In accordance with Company Law, the Companies Directors' certify:

- so far as they are aware, there is no relevant audit information of which the company's
- auditors are unaware; and,
- as the Directors of the company, they have taken all the steps that they ought to have taken in
 - order to make themselves aware of any relevant audit information and to establish that the
 - charity's auditors are aware of that information.

INDEPENDENT EXAMINER

Optmark Accountants Ltd
5 Mitcham Lane
London
SW16 6LG

appointed as the charity's independent examiner during the year ended 30th November 2021.

This report was approved by the board and signed on its behalf by:

Chairperson: Dr Sham Qayyum

Date: 19/07/2022



EDUCATION AND SKILLS DEVELOPMENT GROUP

Independent examiner's report

For the year ended 30 November 2021

I report on the accounts of the charity for the year ended 30 November 2021, which are set out on pages 7 to 12.

Respective responsibilities of 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 accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 (the 1993 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 43 of the 1993 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 43(7)(b) of the 1993 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

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, 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;



Mr A Hussein
Optmark Accountants Ltd
5 Mitcham Lane
London
SW16 6LG

Date: 19/07/2022

**EDUCATION AND SKILLS DEVELOPMENT GROUP
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)
YEAR ENDED 30 NOVEMBER 2021**

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Note	2021	2021	2021	2020
		£	£	£	£
Income from					
Charitable Activities		6,566	244,872	251,438	201,933
Grants		-	30,304	30,304	32,286
TOTAL INCOMING RESOURCES	2	6,566	275,176	281,741	234,219
RESOURCES EXPENDED					
Charitable Activities		-	210,704	210,704	166,110
Support Costs		4,548	1,163	5,711	12,795
Governance and Support		-	1,400	1,400	1,440
TOTAL RESOURCES EXPENDED	4	4,548	213,267	217,815	180,345
Net income		2,018	61,908.89	63,927	19,275
Funds brought forward		19,275	85,048	104,323	85,048
Net movement in funds and fund balances carried forward at 30 November 2021	11	21,293	146,957	168,250	104,322

EDUCATION AND SKILLS DEVELOPMENT GROUP
BALANCE SHEET
As at 30 NOVEMBER 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed Assets					
Tangible Assets	8		-		850
Current Assets					
Cash at bank and in hand		200,249		154,456	
Total Current Assets		<u>200,249</u>		<u>154,456</u>	
Current Liabilities					
Creditors amounts falling due within one year	10	<u>(32,000)</u>		<u>(50,984)</u>	
Total assets less current liabilities			<u>168,249</u>		<u>103,472</u>
			<u>168,249</u>		<u>104,323</u>
Financed by:					
Balance for the year			63,926		50,449
Balance brought forward			104,323		53,874
Charity Reserve Funds	11		<u>168,249</u>		<u>104,323</u>

EDUCATION AND SKILLS DEVELOPMENT GROUP
Notes to the Accounts
For the year ending 30 November 2021

2. Grants & Donations

	2021 £	2021 £	2021 £	2020 £
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
BBC Children in need	-	-	-	11,628
John Lyon's Charity	-	6,000	6,000	27,000
People's Health Trust	-	12,596	12,596	2,551
City Bridge Trust	-	58,560	58,560	28,140
BME Health Forum	-	4,000	4,000	-
The Church Urban	-	2,500	2,500	-
LB Ealing	-	-	-	5,000
Fees and Donation	6,566	-	6,566	5,830
DFID	-	-	-	21,765
Heathrow Community Trust	-	3,470	3,470	16,032
Ealing Young Foundation	-	12,543	12,543	1,625
Paul Hamlyn Foundation	-	15,300	15,300	-
National Lottery	-	45,442	45,442	35,892
Awards for All	-	9,660	9,660	-
Barnados	-	18,732	18,732	4,845
Paddigton Development	-	-	-	20,000
markwaf crownfund	-	20,000	20,000	220
Covid-19 Responses	-	8,000	8,000	1,932
Edward Goslin	-	3,900	3,900	-
Active Londers	-	24,169	24,169	-
The London Community-				19,474
	6,566	244,872	251,438	201,934
3. other income				
HMRC Job support	-	30,304	30,304	32,286
Total Incoming Resources	6,566	275,176	281,741	234,220

EDUCATION AND SKILLS DEVELOPMENT GROUP

Notes to the Accounts

For the year ending 30 November 2021

4. Direct Charitable Expenditure

	2021 £	2021 £	2021 £	2020 £
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Salaries and wages	-	108,959	108,959	83,571
Seasonal Tutors	-	28,002	28,002	11,249
National Insurance Contribution & Income Tax	-	26,961	26,961	6,065
Employer Pension	-	4,518	4,518	1,449
Rent Rates, Venue Hire & Utilities	-	4,109	4,109	1,063
Printing and stationary	-	599	599	1,980
Training Expenses	-	3,542	3,542	2,123
Charitable Activities	-	21,575	21,575	32,227
Volunteers Expenses	-	3,422	3,422	4,100
Repairs & Maintenance	-	344	344	4,950
Learning Resources	-	3,142	3,142	511
Telephone, Fax & Internet	-	426	426	1,087
CRB & Company House fee	-	-	0	-
Trips & Holiday Activities	-	779	779	4,216
Capacity building & Fundraising cost	-	1,440	1,440	5,600
Consultancy	-	2,885	2,885	5,919
Total Direct Charitable cost	-	210,704	210,704	166,110
5. Support Cost				
Bank charges & Insurance	73	-	73	60
Admin & office Expenses	3,356	-	3,356	9,889
Web hosting & design	268	1,163	1,431	1,005
Depreciation	850	-	850	1,841
Total Support cost	4,548	1,163	5,711	12,795
6. Governance cost				
Accountancy fee	-	1,400	1,400	1,440
Total Governance cost	-	1,400	1,400	1,440
Total Resources Expended	4,548	213,267	217,815	180,345

EDUCATION AND SKILLS DEVELOPMENT GROUP
Notes to the Accounts...continued
For the year ending 30 November 2021

Operating Surplus is stated after charging

	2021	2020
	£	£
Accountancy fee	1,400	1,440
Depreciation	850	1,841
	<u>2,250</u>	<u>3,241</u>

7. Staff Remuneration

The trustees did not receive any remuneration during the year, other staff cost was as follows

	2021	2020
	£	£
Gross Wages and benefits in kinds	108,959	83,571
Season tutors	28,002	11,249
NI Contribution & Income Tax	26,961	6,065
Total	<u>120,928</u>	<u>100,886</u>

Number of Employees	2021	2020
	8	6
	<u>6</u>	<u>6</u>

EDUCATION AND SKILLS DEVELOPMENT GROUP
Notes to the Accounts...continued
For the year ending 30 November 2021

8. Tangible Fixed Assets

	Office Equipment 2021 £	Furniture & Fixtures 2021 £	Total 2021 £	Total 2020 £
Cost				
As at 1st Dec 2020	8,864	1,690	10,554	10,554
Additions during the year	-	-	-	-
As at 30 Nov 2021	<u>8,864</u>	<u>1,690</u>	<u>10,554</u>	<u>10,554</u>
Depreciation				
At 1st Dec 2020	8,014	1,690	7,864	6,273
Charge for the year	850	-	850	1,589
	<u>8,850</u>	<u>1,690</u>	<u>10,554</u>	<u>7,862</u>
NBV				
At 30th Nov 2021	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,691</u>

9. Cash Balance

	2021 £	2020 £
Cash in hand and Bank	<u>200,470</u>	<u>154,456</u>
Total	<u>200,470</u>	<u>154,456</u>

EDUCATION AND SKILLS DEVELOPMENT GROUP
Notes to the Accounts...continued
For the year ending 30 November 2021

10. CREDITORS: amounts falling due within one year

	2021	2020
	£	£
Accrued Expenses	-	11,984
	<u>-</u>	<u>11,984</u>
John Lyon's Charity	-	2,000
City Bridge Trust	7,400.00	22,000
National Lottery	7,600.00	7,000
Covid-19 Responses	-	8,000
BME Health Forum	8,000.00	-
People's Health Trust	4,000.00	-
True Colour Trust	5,000.00	-
	<u>32,000</u>	<u>39,000</u>
Total	<u><u>32,000</u></u>	<u><u>50,984</u></u>

11. STATEMENT OF FUNDS

	Bal b/f			Bal		
	2020	Income	Expenditure	C/f	2021	2020
	£	£	£		£	£
Unrestricted Funds						
Current year movement	19,275	11,566	1,914		28,927	19,275
Restricted funds:						
Current year movement	85,048	270,176	215,901		143,498	85,048
Total funds	<u>104,323</u>	<u>281,741</u>	<u>217,815</u>		<u>168,251</u>	<u>104,322</u>