

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

Annual Report and Financial Statements

FOR THE YEAR ENDED 30 NOVEMBER 2020



EDUCATION AND SKILLS DEVELOPMENT GROUP

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EDUCATION AND SKILLS DEVELOPMENT GROUP

Legal and Administrative Information

For the year ended 30 November 2020

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 Mr Mohamad Hassan Awad Mr Ahmed Yassin Ms Yasmin Irrobeh Ms Sado Saeed Ms Tanya White (20 May 2020) Ms Chariklia Tripolitaki (20 May 2020) Ms Surinder Lall (20 May 2020)	Chairperson Secretary Treasurer Member Member Member Member Member Member
Bankers:	HSBC Bank, Southall Branch 1 Regina Road Southall, Middlesex UB2 5PL	
Independent examiner:	OPTMARK 5 Red Lion Court, Alexandra Road Hounslow TW3 1JS	



EDUCATION AND SKILLS DEVELOPMENT GROUP

Directors' and Trustees' Report

For the 12 months ended 30 November 2020

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 2020, 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

The core of the charity's work is to promote the development and capacity building of refugees, asylum seekers and other minority groups in such a way that they are better able to meet their needs, participate more fully in society and to access further or higher education or employment. When it comes to children and young people our work aims to raise aspiration, reduce attainment gaps and enable young people to reach their potential and thrive. Education and Skills Development Group has been engaged in various activities for the year ended 30 November 2020, which includes, among other things, the activities below. Owing to the impact of Covid-19 during periods of times at different points from March 2020 to November 2020 face-to-face delivery had to be halted; however, we were able to continue to offer services online and respond swiftly to mitigate the impact of the pandemic on the lives of many vulnerable members of our communities.

Supplementary School Teaching

We delivered twice weekly supplementary classes in Maths and English in schools in Southall, Northolt and Brent to children studying up to G.C.S.E. level; extra-curricular activities for pupils; one-to-one and group support to parents to enable them to better support their child's education. Unfortunately, owing to the impact of Covid-19 we had to halt the face to face delivery during extended periods at various points in the year, however, we were able to deliver some services online.

Our activities reduced the attainment gap between refugee and other disadvantaged children and their peers, helped children develop key soft skills including communication and self-esteem and self-confidence, supported parents to better work with school staff to enable their child to thrive. This project was funded by John Lyon's Charity.

We delivered twice weekly supplementary classes in Northolt focused on supporting children of primary school age from refugee and disadvantaged backgrounds. We were able to improve attainment, self-esteem and self-confidence, behaviour, and through referrals we supported children with special educational needs. This project was funded by BBC Children in Need.

Mentoring and tackling school exclusion Project

We mentored children from three Primary schools in Ealing: Featherstone Primary School, Durdan's Park Primary School and Viking Primary School. Our mentoring led to improved attainment, raised aspiration, a reduction in truancy, detentions and disruptive behaviour, and a reduction in the number of managed moves or temporary or permanent exclusions. Children were able to set and achieve a number of goals and they learnt that through hard work and self-development they could achieve whatever they put their minds too. We also started working with high schools in Ealing and Hounslow with a funding provided by the National Lottery aimed at tackling school exclusion and poor attainment by mainly boys and empowering parents how best to work with schools so that their kids stay at school and fulfil their potential. This project is working with three high schools and 20 children and their families.

ESOL Classes for Mothers 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. This project was funded by City Bridge Trust. This has been suspended temporarily due to the Covid-19 pandemic

Refugee Elders Luncheon Club

We delivered a weekly luncheon club and one-to-one support to elderly people from a refugee background. We helped participants escape isolation and loneliness, encouraged physical activity, and civic participation, mainly through socialising with their peers and other members of the community. Participants are also engaged in physical activities such as Yoga and chair exercises. We also provided one to one and group support to participants helping them with welfare benefit and housing issues, hospital appointments, transport, bill payments and any other issues they may have which was preventing them from thriving. This project was funded by Peoples Health Trust. The group activities are currently not taking place due to the pandemic, but we are working remotely with clients and also delivering food parcels to most vulnerable and isolated members including elders and families with disabled members in their household who have very little support from families and friends.

Youth employability, education and training support.

This project is designed to help local youth who are not in education, employment nor training (NEET). Our youth worker is working very hard to engage, support and place those youngsters into employment, training or educational courses so that they can achieve their potential and contribute to the society rather than being burden to the tax payers. We are working in partnership with employers and training providers who help us place the clients. The project is funded by Heathrow Community Trust.

Reducing the impact of Covid-19

Covid - 19 has impacted hugely on the clients we support, people are not well aware of the illness and its dangers, they don't usually understand the messages such social distancing, quarantine and the stay at home messages. We have to do a lot of awareness raising to convince people. There are unusually high number of cases among the Somali and black minority groups including fatalities, long hospitalisation and quarantine that needed our support. We are making sure that the most needy and isolated members of the community with very little support from family and friends are safe and supported by our staff and volunteers.

We disseminated clear information about Covid-19, including through translation into Somali both government and PHE advice. We also offered befriending and online socialising to lonely and vulnerable members. We provided food parcels to over 20 families, who are vulnerable and struggling to make ends including isolated elders and households with disabled members with no close family support.

Other activities

As a hub for community services and activity, we delivered a number of activities to help integration, civic participation and for people in the community to know their rights. We responded to the increase in demand for advice and guidance because of Covid-19 to service-users on a range of issues including welfare advice, domestic violence and abuse, mental health and wellbeing, on employability, education and training, and housing.

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 2020.

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 £ 19,275. The Trustees' policy is to build reserves enough to pay charity operational costs for at least six months.

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:

BBC Children in Need, UK Aid, John Lyon's Charity, City Bridge Trust, National Lottery, London Community Foundation, Ealing Young Foundation, Paddington Development Trust, People's Health Trust, generously funded the charity this year.

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

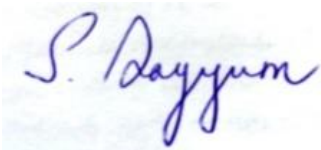
OPTMARK
5 Red Lion Court, Alexandra Road
Hounslow
TW3 1JS

appointed as the charity's independent examiner during the year ended 30th November 2020.

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

Chairperson: Dr. Sham Qayyum

Date: 18.01.2021





EDUCATION AND SKILLS DEVELOPMENT GROUP

Independent examiner's report

For the year ended 30 November 2020

I report on the accounts of the charity for the year ended 30 November 2020, 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;



Date: 18/01/2021

Mr A Hussein
Optmark Accountants Ltd
5 Red Lion Court, Alexandra Road
Hounslow
TW3 1JS

EDUCATION AND SKILLS DEVELOPMENT GROUP
STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)
YEAR ENDED 30 NOVEMBER 2020

	Note	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Income from					
Charitable Activities		15,552	186,381	201,933	152,570
Grants		-	32,286	32,286	-
TOTAL INCOMING RESOURCES	2	15,552	218,667	234,219	152,570
RESOURCES EXPENDED					
Charitable Activities		-	166,110	166,110	132,485
Support Costs		12,795	-	12,795	3,930
Governance and Support		1,440	-	1,440	1,440
				-	
TOTAL RESOURCES EXPENDED	4	14,235	166,110	180,345	137,855
Net income		1,317	52,556	53,873	14,954
Funds brought forward		17,958	32,491	50,449	42,494
Net movement in funds and fund balances carried forward at 30 November 2020	11	19,275	85,047	104,322	57,209

EDUCATION AND SKILLS DEVELOPMENT GROUP

BALANCE SHEET

As at 30 NOVEMBER 2020

	Notes	2020 £	2020 £	2019 £	2019 £
Fixed Assets					
Tangible Assets	8		850		2691
Current Assets					
Cash at bank and in hand		154,456		49,242	
Total Current Assets		154,456		49,242	
Current Liabilities					
Creditors amounts falling due within one year	10	(50,984)		(1,484)	
Total assets less current liabilities			103,472		47,758
			104,323		50,449
Financed by:					
Balance for the year			50,449		17,958
Balance brought forward			53,874		32491
Shareholders Funds	11		104,323		50,449

EDUCATION AND SKILLS DEVELOPMENT GROUP

Notes to the Accounts

For the year ending 30 November 2020

2. Grants & Donations

	2020 £	2020 £	2020 £	2019 £
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
BBC Children in need	-	11,628	11,628	9,990
John Lyon's Charity	-	27,000	27,000	32,900
People's Health Trust	-	2,551	2,551	16,754
City Bridge Trust	2,420	25,720	28,140	8,592
The Henry Smith CH	-	-	-	8,000
Wellington Management Foundation	-	-	-	20,000
LB Ealing	-	5,000	5,000	4,000
Fees and Donation	5,830	-	5,830	4,885
DFID	-	21,765	21,765	24,413
Heathrow Community Trust	7,302	8,730	16,032	9,700
Ealing Young Foundation	-	1,625	1,625	2,625
Double Helix	-	-	-	911
National Lottery	-	35,892	35,892	-
Awards for All	-	-	-	9,800
Barnados	-	4,845	4,845	-
Paddigton Development	-	20,000	20,000	-
Charitable Giving	-	220	220	-
Covid-19 Responses	-	1,932	1,932	-
The London Community	-	19,474	19,474	-
Total	15,552	186,381	201,933	152,570

3. other income

HMRC Job support	-	32,286	32,286	-
Total Incoming Resources	15,552	218,667	234,219	152,570

EDUCATION AND SKILLS DEVELOPMENT GROUP

Notes to the Accounts

For the year ending 30 November 2020

4. Direct Charitable Expenditure

	2020	2020	2020	2019
	£	£	£	£
	Unrestricted	Restricted	Total	Total
	Funds	Funds	Funds	Funds
Salaries and wages	-	83,571	83,571	66,042
Seasonal Tutors	-	11,249	11,249	14,946
National Insurance Contribution & Income Tax	-	6,065	6,065	8,503
Employer Pension	-	1,449	1,449	-
Rent Rates, Venue Hire & Utilities	-	1,063	1,063	7,529
Printing and stationary	-	1,980	1,980	1,428
Training Expenses	-	2,123	2,123	1,200
Events & Workshops	-	32,227	32,227	18,018
Volunteers Expenses	-	4,100	4,100	2,100
Repairs & Maintenance	-	4,950	4,950	1,655
Leaning Resources	-	511	511	128
Telephone,Fax & Internet	-	1,087	1,087	506
CRB & Company House fee	-	-	-	120
Trips & Holiday Activities	-	4,216	4,216	6,500
Capacity building & Fundraising cost	-	5,600	5,600	3,200
Consultancy	-	5,919	5,919	610
Total Direct Charitable cost	-	166,110	166,110	132,485

5. Support Cost

Bank charges & Insurance	60	-	60	280
Admin & office Expenses	9,889	-	9,889	1,610
Web hosting & design	1,005	-	1,005	450
Depreciation	1,841	-	1,841	1,589
Total Support cost	12,795	-	12,795	3,929

6. Governance cost

Accountancy fee	1,440	-	1,440	1,440
Total Governance cost	1,440	-	1,440	1,440

Total Resources Expended	14,235	166,110	180,345	137,854
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EDUCATION AND SKILLS DEVELOPMENT GROUP

Notes to the Accounts...continued

For the year ending 30 November 2020

Operating Surplus is stated after charging

	2020	2020
	£	£
Accountancy fee	1,440	1,400
Depreciation	1,841	1,539
	<u>3,281</u>	<u>2,939</u>

7. Staff Remuneration

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

	2020	2020
	£	£
Gross Wages and benefits in kinds	83,571	66,042
Season tutors	11,249	14,946
NI Contribution & Income Tax	6,065	8,503
Total	<u>100,886</u>	<u>89,491</u>

Number of Employees	2020	2020
	6	4
	<u>6</u>	<u>4</u>

EDUCATION AND SKILLS DEVELOPMENT GROUP

Notes to the Accounts...continued

For the year ending 30 November 2020

8. Tangible Fixed Assets

	Office Equipment 2020 £	Furniture & Fixtures 2020 £	Total 2020 £	Total 2019 £
Cost				
As at 1st Dec 2019	8,864	1,690	10,554	8,369
Additions during the year	-	-	-	2,185
As at 30 Nov 2020	8,864	1,690	10,554	10,554
Depreciation				
At 1st Dec 2019	6,241	1,622	7,863	6,273
Charge for the year	1,773	68	1,841	1,589
	8,014	1,690	9,704	7,862
NBV				
At 30th Nov 2020	850	-	850	2,691

9. Cash Balance

	2020 £	2019 £
Cash in hand and Bank	154,456	49,242
Total	154,456	49,242

EDUCATION AND SKILLS DEVELOPMENT GROUP

Notes to the Accounts...continued

For the year ending 30 November 2020

10. CREDITORS: amounts falling due within one year

	2020	2019
	£	£
	11,984	
Accrued Expenses:	<u>11,984</u>	1,484
Total:		
Accrued income:		
Grant to be spent next financial year, hence carried forward.		
Covid response fund = £8000		
National Lottery = £7000		
City bridge Trust = 22,000		
John Lyons Charity = £2000	<u>39,000</u>	<u> </u>
Total:	<u><u>39,000</u></u>	<u><u>1,484</u></u>

11. STATEMENT OF FUNDS

	Bal b/f			Bal	
				C/f	
	2019	Income	Expenditure		2020
	£	£	£		£
Unrestricted Funds					
Current year movement	17,958	15,552	14,235		19,275
Restricted funds:					
Current year movement	32,491	218,667	166,110		85,048
Total funds	<u><u>50,449</u></u>	<u><u>234,219</u></u>	<u><u>180,345</u></u>		<u><u>104,323</u></u>
					<u><u>50,449</u></u>