

Annual Report and Financial Statements

Year Ended 31 March 2025



Training Link (A company limited by guarantee)

Charity number 1051662
Company number 03142188

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LEGAL AND ADMINISTRATIVE DETAILS

Training Link Ltd

Registered Office: 54-56 Phoenix Road, London NW1 1ES

Charity Registration Number: 1051662

Registered Company Number (England & Wales): 03142188

Telephone: 020 7383 5405 / Email: director@traininglink.org.uk

Website: www.traininglink.org.uk

The Trustees confirm that they have taken into account the Charity Commission's general guidance on public benefit when reviewing Training Link's aims and objectives and in planning future activities.

Independent Examiner: John Lambourne FCA, Latham Lambourne Ltd, 18 Woodlands Park, Bexley, Kent DA5 2EL

Bank: Lloyds Bank plc, 25 Gresham Street, London, EC2V 7HN

Management Committee & Trustees

Trustees: Brenda Goring Moore (Chair), Millicent Christian, Dr Elaine Arnold OBE, Kathleen Hayes (Treasurer), Paul Tomlinson.

Management Committee: Millicent Christian (Chair), Brenda Goring Moore, Elaine Arnold, Kathleen Hayes (Treasurer), Maya Alva, Elizabeth Ajith, Frances Connelly, Laran Davis, Tracey Hamilton, Paul Tomlinson

The company's Directors are also the charity's Trustees.

About Training Link and Somers Town

Training Link has been providing basic skills learning for residents in Somers Town and wider Camden for 40 years. Somers Town and Kings Cross are home to the highest number of borough households experiencing food poverty, some of the highest concentrations of households with incomes below £20,000 and higher concentrations of individuals receiving unemployment benefits, income support and universal credit. 18% of our local residents, including BAME women and older learners, have no qualifications. 2020 Ward Analyses indicate higher-than-average receipt of Disability Living Allowances, Incapacity Benefits and Severe Disablement support in the local community.

Our easily accessible learning centre is based at the heart of Somers Town, just a short walking distance from Euston and St Pancras stations. We offer a friendly place for residents to get out of the house, connect with the local community, learn new skills and share their learning, improve their employment skills and meet new friends. Services are facilitated by staff, volunteers and Management Committee members with experiences reflecting those of service-users and extensive grass-root networks. We also receive support from more than 20 volunteers, who teach English in a one-to-one setting either at the centre or in a local public space, as well as online.

REPORT OF THE TRUSTEES AND MANAGEMENT COMMITTEE

CHAIR'S REPORT

Welcome to Training Link's 2024–2025 Annual Report!

It was another successful year for Training Link, there is no doubt that there is a demand for our services.

This year is a momentous one for us as we approach our 40th year of operation. Even as we look back, we want very much to focus on the future. So, we have embarked on a review and renewal programme. We have been taking every opportunity for focused conversations, and especially in our "Renew TL" workshop exchanges, seizing chances to air views and ideas on opportunities as well as challenges ahead.

A key task has been a relook at our offer to test and ensure it remains fit for purpose; to ensure that it continues to meet the needs of our learners and service users in a changing environment. We re-examined our aims and objectives, along with our values and culture. Our governance check included self-assessment and skills audit resulting in planned action to recruit.

We also took the opportunity to look again at our stakeholders, allies and supporters and how we could work better together to tackle our challenges. The work continued as we sought and listened to feedback from learners, staff, volunteers, trustees' members and others. Indeed, it continues.

An important achievement this year has been a re-evaluation of our on-and-offline presence resulting in a rebranding for the first time in some years. That was vital as so often now many of our users pick us up virtually and not just through face-to-face drop-in sessions. It is a reminder that TL, as WTL, small as it was started as one of the key organisations in the area empowering the community especially women and older people in developing the 'new technology' skill set.

Training Link continues to provide face-to-face IT tuition and support, especially for older people and others who need the skills to deal with our increasingly on-line world. To help those who may not have access to computers and need help with online applications. The offer continues to include Drop-in sessions - helpful for demonstration including making most of phone use; sign posting to other more appropriate providers. ESOL classes, English Discussion Groups, well as accredited Online courses, continue including Camden Community learning offer.

We continue to work in partnerships with other local community groups, Camden Council and the Somers Town Big Local and Living Centre. I especially extended heartfelt thanks to all our funders who enable us to carry on our vital work. And to our learners and their families whose learning outcome makes our community, residents, business and other organisations around us such a vibrant diverse community.

We are grateful that all our staff and volunteers who use their knowledge and skills in delivering quality training.

I extend my gratitude to every individual the Director, Trustees, Committee Members, ESOL Tutors, Advisors, Operational Manager, Volunteers, Green Project Co-ordinator and office cleaner.

Thank you all for your hard work and dedication in support of TL in reaching such a milestone. May good work continue into the future.

Millicent Christian

On behalf of the Board of Trustees and the Management Committee

Training Link

13 November 2025

[DIRECTOR'S REPORT](#)

[FINANCIAL OVERVIEW](#)

Total income in the financial year 2024-2025 was **£91,298**, representing an increase from £71,352 in 2023-2024. Total expenditure amounted to **£101,570**, also an increase from £61,916 in 2023-2024.

Our income had increased compared with the previous year thanks to grants from Fizedale Trust, Camden Community Partner Fund, British Library, Somers Town Future Neighborhoods Grant, Somers Town Big Local, Camden Giving, Awards for All National Lottery Fund and Frances Crick Institute.

[OUR IMPACT DURING THE YEAR](#)

During the year, Training Link expanded its reach, engaging over **220 new learners** across a diverse range of educational programs including **ESOL, digital literacy, maths, employability, and financial literacy**. A substantial majority of our learners were **women (over 65%)** and those for whom **English is a second language (74%)**. We maintained a critical focus on supporting those furthest from the job market, with **62% of learners being out of work**. Geographically, our impact remained concentrated in Camden, with the majority of our learners residing in Camden, and at least **25% specifically from the St Pancras and Somers Town ward**.

We delivered a comprehensive weekly schedule designed to address key skills gaps and community needs, including:

- **Language and Communication:** Two weekly ESOL classes and two English Discussion Groups to build confidence and fluency.
- **Digital Skills:** Bi-weekly IT Drop-In sessions and specialized digital classes (Digital Skills for Beginners, Spreadsheets) run in partnership with Camden Adult Community Learning. This year we introduced monthly digital inclusion sessions in collaboration with Camden Council, specifically targeting the integration and support of Ukrainian and other refugee and migrant groups in Camden.
- **Employability:** Targeted employment support training was delivered for Ukrainian refugees in partnership with HealthProm, alongside access to online vocational courses, helping prepare clients for entry or re-entry into the workforce.

Advice, Advocacy, and Community Support

Our advice and advocacy services continued to provide essential, individualized support to the community, assisting **over 60 people** through regular sessions. This included successfully assisting **over 20 clients** through the complex **Windrush Scheme** process and supporting **over 40 people** with general advice related to benefits, e-visas, and other critical needs, ensuring stability and access to entitlements.

Strategic Development and New Initiatives

This year marked the successful **pilot launch of our new Green Learning Project**. This initiative introduced regular green workshops focused on climate education and environmental awareness, with **more than 50 learners attending at least one Green Learning session**. This successful pilot represents a new direction in integrating wider community and global issues into our curriculum. Furthermore, this year Training Link began the process of **rebranding** and preparations for our **40th anniversary celebrations** scheduled for September 2025.

Key Impact and Achievements:

- **More than 60 learners** attended our ESOL courses, English Discussion Groups and Adult Literacy courses.
- **At least 52 people** attended our weekly IT Drop-In session and Digital Courses
- More than **85 people** successfully completed online vocational courses, including 66 learners receiving Level 2 Food Safety and Hygiene certificates, which are essential for any catering jobs
- We offered over **20 Windrush appointments** to help clients with the Windrush Compensation Scheme
- We provided **benefits advice and advocacy to more than 40 people**, mostly with benefits appeals or applications for Personal Independence Payments (PIP).
- We started the first Green session in September 2024, and in the period between September 2024 and March 2025, we ran **22 Green sessions which were attended by 112 people**.
- We extended our classes and services to at **least 25 refugees and migrants from Ukraine, Afghanistan and other countries living in Camden and Islington**, who attended our free Discussion groups and ESOL classes, Green sessions, digital learning and and IT Drop In sessions

Plans for the future

- Sustain and improve our core current work to help empower and up-skill disenfranchised residents to gain paid employment, access volunteering opportunities and become more socially active;
- Pilot and develop further services to help connect, share learning and empower service-users disproportionately experiencing social and economic exclusion;
- To develop new partnerships and projects to increase awareness of environmental issues among local residents and share practical information to enable more sustainable lifestyles;

- Raise our profile via improved face-to-face outreach, updated web-site and social media presence;
- Further develop and expand our learning opportunities for new groups such as refugees, asylum seekers and new migrants;
- To plan and celebrate our 40th anniversary in September 2025

TRAINING LINK PROJECTS AND ACTIVITIES

These are the reports from staff and tutors responsible for our programmes.

ESOL classes, Adult Literacy Project and Online Vocational Courses

Chris Carr, our ESOL Tutor and Project Coordinator, continued to teach most of the English classes at Training Link during the year. He also was responsible for English Discussion Group, Adult Literacy project and Online Vocational Courses. He does not only teaches but also interviews volunteers, assesses learners, sets up online courses and deals with the administrative side of many activities at the centre.

Adult Literacy Project

We recruit volunteers to teach English in a 1-1 setting. Most volunteers do face-to-face lessons, either at the centre or in a public space around Somers Town, but some also work online. I interview all the volunteers and offer teaching materials for each learner. I assess each learner, help volunteers to plan the lessons and try to help in whatever area of improving English is needed.

Since the start of the project, we had around 46 volunteers working on the project and I think it's been a great success. Most volunteers are students from UCL, and the college have told us that we were still the organisation that has the most volunteers recruited through them.

The project reaches out to many different people who may just need extra support while they are doing other classes with us, or those who prefer to learn English away from a whole class setting. It really helps build confidence and offers the volunteer the chance to get hands-on teaching experience and be involved in grassroots community work. **A big thank you to all the volunteers!**

New English Discussion Group "Tea and Talk" on Thursday morning

In June 2024 we started a new Discussion Group run by our new ESOL Teacher, Shana Bibi, who first joined us as a volunteer and later was offered a paid position. Between June and December 2024, we ran 26 sessions, in total 21 learners registered for this course and attended at least one session.

The aim of this Discussion Group is to give an opportunity for people with low command of English to practice and improve their English-speaking skills in a friendly and safe space, with a cup of tea, without feeling shy or embarrassed. We have learners who have come to London from a number of different countries, including Afghanistan, Ukraine, Bangladesh, China, Columbia, Ethiopia, Eritrea, Jordan, South Sudan, Ecuador, Saudi Arabia, Spain, Turkey and Vietnam.

This is a very inclusive group, and we welcome everyone -local residents, overseas students, migrant workers, refugees and asylum seekers.

Learners' Progress

Though we do not carry out formal assessments during this group, we monitor the confidence and active participation of the learners to measure the impact of the sessions. *Please see below two case studies:*

- I.A, an asylum seeker from Jordan had studied English in his country but struggled to express himself verbally and was quite hesitant when he began attending sessions. He seemed to wait to be corrected or assisted after almost every sentence. After a couple of months attending, he is able to express almost anything he wants and seems much less frightened to speak. His confidence has improved markedly.
- Q.H. is an elderly Vietnamese lady who has lived in the UK for many decades. She managed to get by in her work and family life without needing to speak much English. Having retired, she has a lot of free time and attends the sessions to improve her spoken English. She reads quite well, but has very broken English. At the start, she found it difficult to make herself understood, with her limited vocabulary and grammar. She has come a long way. She is not frightened at all now, to speak, has picked up lots of new vocabulary and is very eager to improve more. She always expresses how much she enjoys the sessions.

[Our Advice and Advocacy Services, including Windrush Compensation Scheme, Benefits appeals and Employment advice](#)

During the year we continued our work in partnership with the We Are Group, helping those in need by removing barriers that prevent them from accessing digital service and government support. We supported We Are Digital clients with Windrush Compensation Scheme claims, benefits appeals and claims and visa / citizenship claims.

During the year we successfully assisted over 20 clients through the complex Windrush Scheme process and supported more than 40 people with general advice related to benefits, e-visas, and other critical needs, ensuring stability and access to entitlements.

[Digital Inclusion and IT Drop-in sessions](#)

During the year we continued running the afternoon "Drop-in" sessions on Tuesdays and Thursdays, open to all who want to start learning how to use a computer as well as to those who need to practise for their courses or just improve their computer skills. Once a month we invite Digital Champions from Camden Council Digital Inclusion team to help our learners with any digital support questions or issues.

These sessions provide a safe and informal space for users to attend, no registration is needed. Someone may just pop in for a quick solution to a computer/phone problem or may be looking to learn a particular application skill which may necessitate coming back to continue the learning process. Some sessions are quite relaxed, but others can be a bit hectic depending on the number of people arriving and the type of issues raised.

At these sessions we also help people access the Government website for various services and information e.g. housing, benefits, immigration etc. E.g. we help people access the NHS app either to view and manage their hospital appointments and/or learn how to use an online form to contact their GP, or get an appointment with an optician.

People also come to TL for a quick job such as printing, photocopying, enquiring about other courses. They are able to read or answer their emails or get the latest news from their home countries. We have leaflets displaying information about classes and events from other organisations and community centres for anyone to see and take.

[Camden Adult Community Learning and Digital Skills at Training Link](#)

During the year through our partnership with Camden Adult Community Learning Team, we offered two digital courses at Training Link – **1) Essential Digital Skills** and **2) Introduction to Business and Office Administration Level 1**. These courses are run by Camden ACL tutors and are always very popular with residents. This year at least 15 people enrolled on these digital courses.

[Green Learning Project](#)

During the year we piloted a new Green Learning Project as part of the larger three-year Somers Town Future Neighbourhood project funded by the Greater London Authority and managed by Camden Council. The boroughs of Camden and of Kensington and Chelsea were both funded as a pilot to develop new techniques to improve both environmental awareness and behaviour by individuals and organisations at a local level. Organisations were to make practical improvement such as retrofitting social housing and greening housing estates and streets. Individuals were to be encouraged to make “green” lifestyle changes. The project also aimed to promote closer working together by the statutory services, voluntary sector and individuals to bring about change. This was a three-year project which Training Link joined for the final year.

The project was a brilliant success for Training Link. We were very lucky in having some excellent candidates for the new post of Green Learning Coordinator and we chose Anna Rognaldson with her extensive knowledge of environmental issues and of campaigning and her experience of working with the community at a grass roots level. Anna developed a programme of weekly Green Tuesdays aiming to promote thinking on environmental issues as well as to teach practical skills. She also researched some changes we could make to the office and cleaning products which are better for the health of the cleaner as well as being better for the planet.

We started the first Green session in September 2024, and in the period between September 2024 and March 2025, we ran 22 Green sessions which were attended by 112 people. On average six to eight people attended each session and we now have a dedicated Whats App group which has 52 people. During the period we recruited five volunteers who helped with outreach and publicity, and with running the sessions.

Sessions were on a wide range of topics including:

- Beeswax food wraps
- Visible mending session
- Sustainable clothes shopping “Learn to shop and sell online”
- Make an Eco Loofa Soap
- Upcycled jewellery making
- Upcycling bags
- Improve your CV with Accredited Environmental awareness in the workplace training
- Trip to British Museum Unearthed Exhibition
- Two trips to Camley Street Nature Reserve

ACKNOWLEDGEMENT AND THANKS

The Management Committee and Trustees would like to thank staff, tutors, supporters and dedicated volunteers who invest much time and effort to run classes and advice sessions, develop and implement projects, organise and attend various events in the community on behalf of Training Link.

We also wish to thank partners, whose drive and enthusiasm have continued to bring about the success of our shared activities, particularly Camden Adult Community Learning who run courses on site, University College London Student Union and Camden Centre for Volunteers who signpost volunteers to support our work, Life after Hummus, Somers Town Community Association and the Living Centre, Somers Town Museum, HealthProm, North London NHS PCAN, British Museum Community Outreach Team and more...

We would like to thank the following organisations who funded us during 2023-24:

- London Borough of Camden
- The Fitzdale Trust
- Vandervell Foundation
- North Central London (NCL) Training Hub (PCAN project)
- Somers Town Big Local
- All National Lottery Awards for All England
- The Francis Crick Institute
- Somers Town Big Local
- Somers Town Future neighbourhoods

REGISTERED COMPANY NUMBER: 03142188 (England and Wales)
REGISTERED CHARITY NUMBER: 1051662

Report of the Trustees and
Financial Statements for the Year Ended 31 March 2025
for
Training Link

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

[Training Link](#)

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for the Year Ended 31 March 2025

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Training Link

Report of the Trustees
for the Year Ended 31 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement 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 2019).

ACHIEVEMENTS AND PERFORMANCE

This report should be read in conjunction with the Training Link Annual Report, included as an annex to this document.

FINANCIAL REVIEW

Reserves policy

It is expected that reserves of at least £10,000 should be held to maintain an appropriate level of working capital and to protect the future operations of Training Link from the effects of any variations in its income or expenditures as identified in the Risk Policy and any unforeseen events.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03142188 (England and Wales)

Registered Charity number

1051662

Registered office

54-56 Phoenix Road
London
NW1 1ES

Trustees

B Goring-Moore
Dr E Arnold
Ms K Hayes
Ms M Christian
P E Tomlinson

Company Secretary

Ms T Buynovskaya

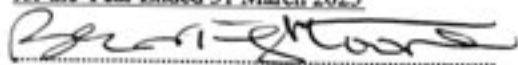
Independent Examiner

John Lambourne
Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

Approved by order of the board of trustees on 24 Nov 2025 and signed on its behalf by:

Training Link

Report of the Trustees
for the Year Ended 31 March 2025

A handwritten signature in black ink, appearing to read 'B Goring-Moore', written over a horizontal dotted line.

B Goring-Moore - Trustee

Independent Examiner's Report to the Trustees of
Training Link

Independent examiner's report to the trustees of Training Link ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those 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 methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

John Lambourne

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

Date:

Training Link

Statement of Financial Activities
for the Year Ended 31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		438	-	438	491
Charitable activities					
Services etc		29,588	57,364	86,952	70,227
Room hire		2,436	-	2,436	-
Investment income	2	1,470	2	1,472	634
Total		<u>33,932</u>	<u>57,366</u>	<u>91,298</u>	<u>71,352</u>
EXPENDITURE ON					
Charitable activities					
Services etc		<u>39,193</u>	<u>62,377</u>	<u>101,570</u>	<u>61,576</u>
NET INCOME/(EXPENDITURE)		(5,261)	(5,011)	(10,272)	9,776
RECONCILIATION OF FUNDS					
Total funds brought forward		16,883	27,917	44,800	35,024
TOTAL FUNDS CARRIED FORWARD		<u><u>11,622</u></u>	<u><u>22,906</u></u>	<u><u>34,528</u></u>	<u><u>44,800</u></u>

The notes form part of these financial statements

Training Link

Balance Sheet
31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
CURRENT ASSETS					
Cash at bank and in hand		12,946	22,904	35,850	46,123
CREDITORS					
Amounts falling due within one year	8	(1,322)	-	(1,322)	(1,323)
NET CURRENT ASSETS		<u>11,624</u>	<u>22,904</u>	<u>34,528</u>	<u>44,800</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>11,624</u>	<u>22,904</u>	<u>34,528</u>	<u>44,800</u>
NET ASSETS		<u>11,624</u>	<u>22,904</u>	<u>34,528</u>	<u>44,800</u>
FUNDS	9				
Unrestricted funds				11,624	16,883
Restricted funds				22,904	27,917
TOTAL FUNDS				<u>34,528</u>	<u>44,800</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

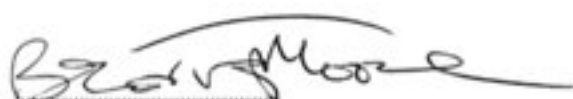
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:



B Goring-Moore - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

2. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Deposit account interest	<u>1,472</u>	<u>634</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.25	31.3.24
	£	£
Other operating leases	<u>4,757</u>	<u>4,500</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Office manager	1	1
IT Coordinator	1	1
Cleaner	1	1
Operations manager	1	1
Director	<u>1</u>	<u>1</u>
	<u>5</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	491	-	491
Charitable activities			
Services etc	11,259	58,968	70,227
Investment income	634	-	634
Total	<u>12,384</u>	<u>58,968</u>	<u>71,352</u>
EXPENDITURE ON			
Charitable activities			
Services etc	21,224	40,352	61,576
NET INCOME/(EXPENDITURE)	(8,840)	18,616	9,776
RECONCILIATION OF FUNDS			
Total funds brought forward	25,723	9,301	35,024
TOTAL FUNDS CARRIED FORWARD	<u>16,883</u>	<u>27,917</u>	<u>44,800</u>
7. TANGIBLE FIXED ASSETS			
	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2024 and 31 March 2025	4,700	9,260	13,960
DEPRECIATION			
At 1 April 2024 and 31 March 2025	4,700	9,260	13,960
NET BOOK VALUE			
At 31 March 2025	-	-	-
At 31 March 2024	-	-	-

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		31.3.25	31.3.24
		£	£
Accruals and deferred income		662	663
Accrued expenses		660	660
		<u>1,322</u>	<u>1,323</u>

9. MOVEMENT IN FUNDS			
	At 1.4.24	Net movement in funds	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	16,883	(5,259)	11,624
Restricted funds			
Big Lottery Fund	-	3,820	3,820
Francis Crick	-	1,688	1,688
Big Local	-	2,903	2,903
Camden CIL	25,667	(21,214)	4,453
Camden Resilience Fund	1,250	2,402	3,652
Vandervell Foundation	1,000	-	1,000
Somers Town Future Neighbourhoods	-	5,388	5,388
	<u>27,917</u>	<u>(5,013)</u>	<u>22,904</u>
TOTAL FUNDS	<u>44,800</u>	<u>(10,272)</u>	<u>34,528</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	33,932	(39,191)	(5,259)
Restricted funds			
Big Lottery Fund	20,000	(16,180)	3,820
Fitzdale Trust	5,500	(5,500)	-
Francis Crick	4,351	(2,663)	1,688
Big Local	4,500	(1,597)	2,903
Camden CIL	-	(21,214)	(21,214)
Camden Resilience Fund	8,001	(5,599)	2,402
Somers Town Future Neighbourhoods	15,014	(9,626)	5,388
	<u>57,366</u>	<u>(62,379)</u>	<u>(5,013)</u>
TOTAL FUNDS	<u>91,298</u>	<u>(101,570)</u>	<u>(10,272)</u>

9. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	25,723	(8,840)	16,883
Restricted funds			
Fitzdale Trust	750	(750)	-
Camden CIL	3,816	21,851	25,667
Camden Resilience Fund	-	1,250	1,250
London Community Foundation	4,735	(4,735)	-
Vandervell Foundation	-	1,000	1,000
	<u>9,301</u>	<u>18,616</u>	<u>27,917</u>
TOTAL FUNDS	<u>35,024</u>	<u>9,776</u>	<u>44,800</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	12,384	(21,224)	(8,840)
Restricted funds			
Fitzdale Trust	-	(750)	(750)
ST Big Local	417	(417)	-
Camden CIL	38,500	(16,649)	21,851
Camden Resilience Fund	7,500	(6,250)	1,250
London Community Foundation	-	(4,735)	(4,735)
Access Foundation Grant	6,891	(6,891)	-
PCAN	3,660	(3,660)	-
Vandervell Foundation	2,000	(1,000)	1,000
	<u>58,968</u>	<u>(40,352)</u>	<u>18,616</u>
TOTAL FUNDS	<u>71,352</u>	<u>(61,576)</u>	<u>9,776</u>

Training Link

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

9. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	25,723	(14,099)	11,624
Restricted funds			
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Fitzdale Trust	750	(750)	-
Francis Crick	-	1,688	1,688
Big Local	-	2,903	2,903
Camden CIL	3,816	637	4,453
Camden Resilience Fund	-	3,652	3,652
London Community Foundation	4,735	(4,735)	-
Vandervell Foundation	-	1,000	1,000
Somers Town Future Neighbourhoods	-	5,388	5,388
	<u>9,301</u>	<u>13,603</u>	<u>22,904</u>
TOTAL FUNDS	<u>35,024</u>	<u>(496)</u>	<u>34,528</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
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	<u>116,334</u>	<u>(102,731)</u>	<u>13,603</u>
TOTAL FUNDS	<u>162,650</u>	<u>(163,146)</u>	<u>(496)</u>

Training Link

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.

Training Link

Detailed Statement of Financial Activities
for the Year Ended 31 March 2025

	31.3.25 £	31.3.24 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	438	491
Investment income		
Deposit account interest	1,472	634
Charitable activities		
Service programme income	11,828	11,259
Grants	77,560	58,968
	<u>89,388</u>	<u>70,227</u>
Total incoming resources	91,298	71,352
EXPENDITURE		
Charitable activities		
Staff costs	55,823	21,863
Pensions	3,193	1,736
Rent	4,757	4,500
Water Rates	395	477
Insurance	818	788
Light and heat	3,000	2,809
Telephone	736	679
Postage and stationery	1,778	909
Advertising	584	1,412
Sundries	1,415	3,067
Computer expenses	2,484	333
Teaching	21,490	17,924
Volunteers costs	759	-
Subscriptions	919	785
Cleaning	183	1,031
Repairs	386	385
Rates	2,099	2,133
Bank charges	91	85
	<u>100,910</u>	<u>60,916</u>
Support costs		
Governance costs		
Accountancy and legal fees	660	660
Total resources expended	101,570	61,576
Net (expenditure)/income	(10,272)	9,776

This page does not form part of the statutory financial statements

REGISTERED COMPANY NUMBER: 03142188 (England and Wales)
REGISTERED CHARITY NUMBER: 1051662

Report of the Trustees and
Financial Statements for the Year Ended 31 March 2025
for
Training Link

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

[Training Link](#)

Contents of the Financial Statements
for the Year Ended 31 March 2025

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Independent Examiner's Report	3
Statement of Financial Activities	4
Balance Sheet	5
Notes to the Financial Statements	6 to 12

Training Link (Registered number: 03142188)

Report of the Trustees
for the Year Ended 31 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement 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 2019).

ACHIEVEMENTS AND PERFORMANCE

This report should be read in conjunction with the Training Link Annual Report, included as an annex to this document.

FINANCIAL REVIEW

Reserves policy

It is expected that reserves of at least £10,000 should be held to maintain an appropriate level of working capital and to protect the future operations of Training Link from the effects of any variations in its income or expenditures as identified in the Risk Policy and any unforeseen events.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its memorandum and articles of association, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03142188 (England and Wales)

Registered Charity number

1051662

Registered office

54-56 Phoenix Road
London
NW1 1ES

Trustees

B Goring-Moore
Dr E Arnold
Ms K Hayes
Ms M Christian
P E Tomlinson

Company Secretary

Ms T Buynovskaya

Independent Examiner

John Lambourne
Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

Approved by order of the board of trustees on 24 November 2025 and signed on its behalf by:

Training Link (Registered number: 03142188)

Report of the Trustees
for the Year Ended 31 March 2025

B Goring-Moore - Trustee

Independent examiner's report to the trustees of Training Link ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those 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 methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

John Lambourne

Latham Lambourne Ltd
18 Woodlands Park
Bexley
Kent
DA5 2EL

18 December 2025

[Training Link](#)

Statement of Financial Activities
for the Year Ended 31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		438	-	438	491
Charitable activities					
Services etc		29,588	57,364	86,952	70,227
Room hire		2,436	-	2,436	-
Investment income	2	1,470	2	1,472	634
Total		33,932	57,366	91,298	71,352
EXPENDITURE ON					
Charitable activities					
Services etc		39,193	62,377	101,570	61,576
NET INCOME/(EXPENDITURE)		(5,261)	(5,011)	(10,272)	9,776
RECONCILIATION OF FUNDS					
Total funds brought forward		16,883	27,917	44,800	35,024
TOTAL FUNDS CARRIED FORWARD		11,622	22,906	34,528	44,800

The notes form part of these financial statements

Balance Sheet
31 March 2025

	Notes	Unrestricted fund £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
CURRENT ASSETS					
Cash at bank and in hand		12,946	22,904	35,850	46,123
CREDITORS					
Amounts falling due within one year	8	(1,322)	-	(1,322)	(1,323)
NET CURRENT ASSETS		11,624	22,904	34,528	44,800
TOTAL ASSETS LESS CURRENT LIABILITIES		11,624	22,904	34,528	44,800
NET ASSETS		11,624	22,904	34,528	44,800
FUNDS	9				
Unrestricted funds				11,624	16,883
Restricted funds				22,904	27,917
TOTAL FUNDS				34,528	44,800

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 24 November 2025 and were signed on its behalf by:

B Goring-Moore - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement 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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 33% on cost
Computer equipment	- 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

2. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Deposit account interest	<u><u>1,472</u></u>	<u><u>634</u></u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.25	31.3.24
	£	£
Other operating leases	<u><u>4,757</u></u>	<u><u>4,500</u></u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.3.25	31.3.24
Office manager	<u>1</u>	1
IT Coordinator	<u>1</u>	1
Cleaner	<u>1</u>	1
Operations manager	<u>1</u>	1
Director	<u>1</u>	1
	<u><u>5</u></u>	<u><u>5</u></u>

No employees received emoluments in excess of £60,000.

6. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	491	-	491
Charitable activities			
Services etc	11,259	58,968	70,227
Investment income	634	-	634
Total	<u>12,384</u>	<u>58,968</u>	<u>71,352</u>
EXPENDITURE ON			
Charitable activities			
Services etc	<u>21,224</u>	<u>40,352</u>	<u>61,576</u>
NET INCOME/(EXPENDITURE)	(8,840)	18,616	9,776
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>25,723</u>	<u>9,301</u>	<u>35,024</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>16,883</u></u>	<u><u>27,917</u></u>	<u><u>44,800</u></u>

7. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2024 and 31 March 2025	<u>4,700</u>	<u>9,260</u>	<u>13,960</u>
DEPRECIATION			
At 1 April 2024 and 31 March 2025	<u>4,700</u>	<u>9,260</u>	<u>13,960</u>
NET BOOK VALUE			
At 31 March 2025	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2024	<u>-</u>	<u>-</u>	<u>-</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

8. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Accruals and deferred income	662	663
Accrued expenses	660	660
	<u>1,322</u>	<u>1,323</u>

9. MOVEMENT IN FUNDS

	At 1.4.24	Net movement in funds	At 31.3.25
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General fund	16,883	(5,259)	11,624
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Camden CIL	25,667	(21,214)	4,453
Camden Resilience Fund	1,250	2,402	3,652
Vandervell Foundation	1,000	-	1,000
Somers Town Future Neighbourhoods	-	5,388	5,388
	<u>27,917</u>	<u>(5,013)</u>	<u>22,904</u>
TOTAL FUNDS	<u>44,800</u>	<u>(10,272)</u>	<u>34,528</u>

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TOTAL FUNDS	<u>162,650</u>	<u>(163,146)</u>	<u>(496)</u>

Training Link

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

10. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2025.