# EmployabilityUK

# TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

# for the Year Ended 31 December 2025

©EmployabilityUK 2025 Registered charity number: 1159718

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## MEMBERS OF THE BOARD AND PROFESSIONAL ADVISORS

| | |
|---|---|
| **Registered Charity Name** | EmployabilityUK |
| **Registered Charity Number** | 1159718 |
| **Registered Address** | Grosvenor House 11<br>St Paul's Square,<br>Birmingham B3 1RB |

### Trustees who served during 2025 and/or at the date of approval

| Name | Role | Dates |
|---|---|---|
| Joel Blake OBE | Chair | Served throughout 2025 |
| Nigel Taylor | Vice Chair from 7 November 2025 | Appointed 7 February 2025 |
| Ash Habib | Secretary from 7 November 2025 | Appointed 15 September 2025 |
| Michael Asumadu-Dua | Treasurer from 7 November 2025 | Appointed 26 September 2025 |
| Chaim Hack | Trustee | Appointed 7 November 2025 |
| Charlotte Yeoman | Trustee (Secretary until 7 November 2025) | Served throughout 2025 |
| Manish Vyas | Trustee | Served throughout 2025 |
| Mark Alexander Trenavin-Body | Trustee | Served throughout 2025; resigned June 2026 |
| Jacob Liam Richings | Trustee | Served throughout 2025; resigned March 2026 |
| John Kenneth Bradford | Treasurer | Resigned 7 November 2025 |
| Martyna Adam | Trustee | Stepped down in May 2025; |

| | |
|---|---|
| **Chair** | Joel Blake OBE |
| **Treasurer** | Michael Asumadu-Dua CA |
| **Bankers** | The Co-operative Bank |
| **Independent Examiner** | Et Voila Accountancy Services Limited<br>Isis House<br>Smith Road<br>Wednesbury<br>WS10 0PB |

**TRUSTEES' ANNUAL REPORT**

Our primary purpose as an organisation is to support the advancement of young people in life through the provision of tailored employability skills development, career guidance, life skills training and mentoring intervention support, in order to help them become independent individuals and key contributors to the economic and social benefit of wider society.

To achieve this, we provide services that are built around clear core aims and objectives:

- **Nurture the growth and well-being of young people:** with a primary focus on those aged 16 to 24 transitioning into independent, mature adults.
- **Bridging Education and Business**: being a facilitative model of support to ensure effective understanding and learning for the benefit of young people.
- **Raise Confidence and Aspirations:** Through the delivery of bespoke skills programmes, employability support interventions and mentoring.
- **Facilitate Employer Engagement: Helping businesses fulfil their Corporate Social Responsibility (CSR) and social value objectives through meaningful employee volunteering.**
- **Tackle Youth Unemployment: Drive systemic change through regional and national initiatives alongside the provision of support aligned to the development of government policy in employability.**

# Governance and public benefit

EmployabilityUK is a Charitable Incorporated Organisation (CIO) governed by its constitution. Constitution adoption date: 23 Dec 2014. Amendment dates: on 03 Jul 2020 and on 04 Mar 2026.

The trustees have had regard to the Charity Commission's guidance on public benefit when planning and reviewing the charity's activities.

EmployabilityUK faced significant funding challenges during 2025, which constrained the resources available to deliver our core services and programmes at the scale we would have wished.

During the year, the charity continued to apply for grants and seek donations to support central resources. Balancing fundraising with programme delivery remained challenging, as both activities required limited staff and contractor capacity.

At the same time, focusing on programme delivery reduced the capacity available for fundraising, while some historical and eligible funding streams had reduced or ceased to be available.

In response, we consolidated our services around a core programme, while retaining the option to provide bespoke support for partners where appropriate and achievable. We also strengthened our role as a consultative employability partner. During 2025, the charity reduced contractor and part-time staffing to align available resources with its operating capacity.

New trustees joined the Board during the period, bringing experience to support governance and strategic decision-making as the charity developed its consolidated programme and partnership approach.
Summary of 2025 activities and achievements includes:

- The inaugural National Employability Week™ (NEW) was delivered by EmployabilityUK, bringing together colleges, employers, and civic leaders to shine a spotlight on employability, skills development and youth opportunity across Birmingham.

    - Founder Partners included BMet College, Sandwell College, Solihull College & The University Centre.
    - Corporate support was received from Shoosmiths, BT, Carter Thermal Industries, Trowers & Hamlins Law, ARUP, Hays, and West Midlands Combined Authority.
    - Dame Julia Cleverdon DBE CVO joined as Patron; civic support from Deputy Leader Sharon Thompson strengthened our regional visibility.
    - Over 400 young people engaged through workshops and employer events with positive feedback from learners, educators, and employers;

- We secured the Aston University Sixth Form Induction Programme, a four-day programme designed and delivered for 160 students starting sixth form. The programme included modules from UESP (full programme name to be confirmed) and the Motivation Reboot suite and generated a four-figure sum in funding.

- During 2025, we began developing VITA, a digital portfolio concept intended to help young people evidence their skills, experiences and pathways, reducing reliance on a traditional CV.

- Subsequent development (after 2025): VITA developed into a separate, scalable social-value mechanism for employers and an enabling tool for different pathways, particularly apprenticeships and T Levels.

    - The digital passport concept subsequently developed into the EmployabilityUK Skills Passport (ESP), which is planned for piloting. This is a later development and is not presented as an achievement completed during 2025.

- We developed an exclusive partnership with the Duke of Edinburgh Awards to continue to embed the Duke of Edinburgh Bronze Award in our offer

    - Through our programme of work, we presented our first partnership DofE

Award to 25 SEN learners at Riverside School in Birmingham.

- Submitted a funding application of £30, 000 from the Garfield Weston Foundation - successfully secured £15, 000 in funding.

This work had a positive early impact and was accompanied by improvements to processes and systems to help the charity respond to external pressures. Securing sufficient funding for staffing, delivery and growth remained a key priority.

Without a stable financial foundation, the charity's capacity to deliver services and support beneficiaries remains constrained.

The charity remained focused on effective governance, maintaining a lean operating model and sourcing appropriate support when required to continue its work.

Developing relationships with existing and new partners remained an important part of the charity's forward strategy, including efforts to broaden income sources and explore alternative business models.

The charity will continue to address its funding gap and seek to sustain services for beneficiaries and stakeholders.

Joel Blake OBE
Chair, EmployabilityUK
Approved by the trustees on 22 October 2026.

**Independent examiner's report to the Trustees of EmployabilityUKIndependent examiner's report to the Trustees of EmployabilityUK**

I report to the trustees on my examination of the accounts of EmployabiltyUK (the charity) for the year ended 31st December 2025.

**Responsibilities and basis report**

As the charity trustees of EmployabilityUK are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the act)

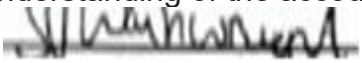
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act, and in carrying out my examination I have followed all the applicable directions given by the charities commission under section 145(5)(b) of the Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- The accounting records were not kept in accordance with section 130 of the charities Acts; or
- The accounts did not accord with the accounting records; or
- The accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the charities (Accounts and Reports) Regulations 2008 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.

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.



**Miss Sally Wainwright, ACMA**

26th October 2026

Et Voila Accountancy Services Limited

Isis House, Smith Road,

Wednesbury, West Midlands ,

WS10 0PB

## Receipts and Payments Account for the year ended 31 December 2025

| | Notes | 31st December 2025 £ | Total Funds £ | 31st December 2024 £ | Total Funds £ |
|---|---|---|---|---|---|
| **Receipts:** | | | | | |
| Grants and Donations | 2 | 57,660 | 57,660 | 17,720 | 17,720 |
| **Total** | | 57,660 | 57,660 | 17,720 | 17,720 |
| **Payments:** | | | | | |
| Salaries & Wages | | 27,100 | 27,100 | 31,800 | 31,800 |
| Consultancy & Professional Fees | | 20,404 | 20,404 | 11,700 | 11,700 |
| Telephone & Office | | 1,095 | 1,095 | 962 | 962 |
| Subscriptions | | 1,086 | 1,086 | 1,430 | 1,430 |
| Marketing | | 4,775 | 4,775 | 800 | 800 |
| Printing, Postage and Stationery | | 1,998 | 1,998 | 1,430 | 1,430 |
| Insurance | | | - | 2,137 | 2,137 |
| Rent | | 351 | 351 | | |
| Supplies for Service | | 565 | 565 | | |
| Travel | | 4,433 | 4,433 | 4,602 | 4,602 |
| Accountancy Fees | | 775 | 775 | 1,382 | 1,382 |
| Bank Charges | | | - | | - |
| Miscellaneous | | 40 | 40 | 8 | 8 |
| **Total** | | 62,622 | 62,622 | 56,251 | 56,251 |
| Net Receipts/ (payments) | 3 | (4,962) | (4,962) | (38,531) | (38,531) |
| Cash Funds at 31 December 2024 | | 42,193 | 42,193 | 80,724 | 80,724 |
| Transfer between funds | | | | | |
| Cash Funds at 31 December 2025 | | 37,231 | 37,231 | 42,193 | 42,193 |

## Statement of Assets and Liabilities as at 31 December 2025

Statement of Assets and Liabilities as at 31 December 2025

| | 31st December 2025 | | 31st December 2024 | |
|---|---|---|---|---|
| | Unrestricted Funds | Total | Unrestricted Funds | Total |
| | £ | £ | £ | £ |
| **Assets** | | | | |
| Cash at Bank | 33,625 | 33,625 | 38,060 | 38,060 |
| | 33,625 | 33,625 | 38,060 | 38,060 |
| **Assets retained for the charity's own use** | | | | |
| Laptops | 4,133 | 4,133 | 4,133 | 4,133 |
| | 4,133 | 4,133 | 4,133 | 4,133 |
| **Liabilities** | | | | |
| Trade Creditors | 527 | 527 | | |
| | 527 | 527 | | |
| | 37,231 | 37,231 | 42,193 | 42,193 |

These financial statements were approved by the trustees on 26th October 2026 and signed on their behalf:

**Joel Blake OBE** — **Chair**

**Michael Asumadu-Dua CA** — **Treasurer**

Signed by:
1166E300066142F...

## Notes to the financial statements

### 1) Receipts and Payment accounts

Receipts and payments accounts are statements that summarise the movement of cash into and out of the organisation during the financial year. In this context "cash" includes cash equivalents, for example, bank accounts where cash can be readily withdrawn to pay for debts as they become due.

### 2) Grants and Donations

| | Unrestricted funds | 2025 Total funds | Unrestricted funds | 2024 Total funds |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Aston University | 9,000 | 9,000 | | |
| Trowers & H | 4,000 | 4,000 | | |
| Garfield Weston | 15,000 | 15,000 | | |
| Cole Charitable Trust | 1,000 | 1,000 | | |
| Individual Donations | 260 | 260 | | |
| Net Record | 1,000 | 1,000 | | |
| Carters | 1,000 | 1,000 | | |
| Turner Trust | 4,000 | 4,000 | | |
| SCCB | 5,000 | 5,000 | | |
| Sandwell College | 5,000 | 5,000 | | |
| Birmingham City University | 2,400 | 2,400 | | |
| Birmingham Metropolitan College | 5,000 | 5,000 | | |
| Duke of Edinburgh Award | | 0 | 10,120 | 10,120 |
| Amey LG Limited | | 0 | 7,500 | 7,500 |
| Mobilus | | 0 | 100 | 100 |
| Solihull College | 5,000 | 5,000 | | |
| | **57,660** | **57,660** | **17,720** | **17,720** |

## Notes to the financial statements

### 3) Funds

| | Balance at 1st January 2025 | Resources Expended | Excess funds 31st December |
|---|---|---|---|
| | £ | £ | £ |
| Unrestricted funds | 42,193 | (4,962) | 37,231 |
| Restricted Funds | | | |
| **Total Funds** | 42,193 | (4,962) | 37,231 |

### 4) Related party transactions and Trustees'

The Trustees all give generously freely their time and expertise without any form of remuneration or other benefit in cash or kind (2024: £nil).

No Trustees, or person related or connected by business to them has received any payments or other benefits from the charity during the year.

Whilst there is no separate Trustee Indemnity Insurance purchased, Trustees are covered by the Employer Liabilities section of EmployabilityUK's overall insurance.

### 5) Long Term Liabilities

The charity has no longterm contractual liabilities such as obligations under leases or service agreements