

WOMEN'S TECHNOLOGY TRAINING LIMITED
(Company Limited by Guarantee)

TRUSTEES' ANNUAL REPORT AND ACCOUNTS

For the year ended
31 July 2020

Company Registration Number 01712569
Charity Number 514972

WOMEN'S TECHNOLOGY TRAINING LIMITED

Accounts

Year ended 31 July 2020

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Members of the Board and Professional Advisors Year ended 31 July 2020

Registered Charity name	Women's Technology Training Limited
Company number	01712569
Charity number	514972
The Board of Trustees	Liz Cross (Chair) Maureen Mellor (resigned 19/11/20) Sally-Anne Watkiss Lorna Rogers (resigned 25/02/21) Annette Hennessy Kate Fox Sara Lawton (resigned 25/02/21) Claire Ryan Emma Carey (appointed 29/07/20) Nina Roberts (appointed 29/07/20)
Company secretary	Pauline Phillips (resigned 19/12/19) Dana Nixon (appointed 19/12/19)
Chief executive	Claire Dove OBE, DL (resigned 31/07/20) Anne McColl (appointed 01/08/20)
Registered office	Blackburne House Blackburne Place Off Hope Street Liverpool L8 7PE
Statutory Auditor	Mitchell Charlesworth LLP Chartered Accountants Registered Auditor 5 Temple Square Temple Street Liverpool L2 5RH
Bankers	National Westminster Bank Plc 5 Oxford Street Liverpool L7 7HL
Solicitors	MSB Solicitors Ltd Silkhouse Court Tithebarn Street Liverpool L2 2LZ

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report Year ended 31 July 2020

The trustees, who are also directors for the purposes of the Companies Act, present their annual report and the audited accounts of the charity for the year ended 31 July 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS102) in preparing the annual report and accounts of the charity.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, the Charities Act 2011 and 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 United Kingdom and Republic of Ireland published in October 2019.

Trustees

The trustees who served the charity during the year were as follows:

Liz Cross (Chair)	Kate Fox
Maureen Mellor (resigned 19/11/20)	Sara Lawton (resigned 25/02/21)
Sally-Anne Watkiss	Claire Ryan
Lorna Rogers (resigned 25/02/21)	Emma Carey (appointed 29/07/20)
Annette Hennessy	Nina Roberts (appointed 29/07/20)

Trustees are appointed in accordance with the Memorandum and Articles of Association.

None of the trustees receive remuneration or other benefits for their work as trustees of the charity. Any connection between a trustee or senior manager of the charity with a company must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party.

Objectives of the Charity

The charity's objects and its principal activity continue to be that of providing training for women in areas where they are traditionally under-represented. It seeks to transform women's lives and encourage their independence through the provision of education, training and opportunities of every kind in an environment of equality and inspiration.

Public Benefit

When planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit and in particular the specific guidance on charities for the advancement of education.

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of race, ethnicity, sexual orientation or disability.

It is a priority of the organisation that access to our services is not restricted to those who can afford our fees. Our concessionary fee policy contributes to the widening of access to the courses we offer and the facilities we provide. Our means-tested concessions for course fees assist approximately 60% of our student population. The Discretionary Learner Support Fund provided by the Education and Skills Funding Agency for students on our Further Education courses enables us to assist students to meet the costs of childcare, travel, learner and learning support. Students who attend our School of Social Entrepreneurs Programme also receive assistance from the Student Support Fund from our SSE Programmes. All our charitable activities focus on education and learning for women and are undertaken to further our charitable purpose for the public benefit.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Strategic Report

About Women's Technology Training Limited (Blackburne House Education)

Women's Technology Training Limited, more latterly known as Blackburne House Education (BHE) was established in 1983 with the aim of progressing women from disadvantaged backgrounds into employment within technical professions – an area in which, at the time, women were significantly under-represented.

The organisation grew quickly and considerably and, in 1991 we moved into new premises in Liverpool's famous Georgian Quarter. More than £4m was raised in order to breathe new life back into Blackburne House and the beautiful, Grade II-listed building then became our new home.

Today, Blackburne House Education and our School for Social Entrepreneurs is a vibrant and thriving organisation and one of the country's leading education centres. Over the years, through our sister organisation Blackburne House, we have established a number of successful social enterprises that support our educational aims and provide tangible examples of how new markets can be used to serve local communities.

Attracting thousands of visitors each year, our facilities now include a thriving bistro and cafe, wellness centre, conference and events facilities and a 36-place nursery. Blackburne House has received local, national and international recognition for the work that we do in education and in June 2015 we were granted Freedom of the City in recognition for our services in Education for Women across Liverpool and the wider Merseyside area.

Our Vision and Values

Our vision is to educate and up skill women so that they can pursue professions in every sector and at every level, where women are still typically under-represented. We aspire to give confidence to the women we work with, so that they can go on to live independent lives, believe in their dreams and achieve their ambitions. We want to inspire our women to believe that anything is possible. We want to instill a culture of empathy and understanding; of inclusion and acceptance. We want to overcome prejudice, discrimination and adversity and create a positive and holistic environment where women can share, learn and grow.

We have a core set of values that is ingrained into everything that we do. Those values are integral to our organisation, helping to define our long-term aims and objectives and influence the way we work.

Inspiration

We provide the highest possible quality of inspirational education and development - and our teaching and working methods and our services and environment reflect this relentless commitment.

Transformation

We believe in using creative working methods to develop new and innovative ways of fulfilling and exceeding our financial, social and environmental aims -renewing and transforming our business and helping us to touch and transform the lives of everyone who works with Blackburne House.

Equality

Blackburne House is and has always been about holistic approaches to improving the lives of women - all women. We constantly build on the diversity and range of our services including support and education services for children and men, where these will contribute to improving the lives of women.

Independence

As well as helping our students and service users to develop their own independence, our charitable and commercial activities all operate to continuously improving business standards - to deliver the independence of Blackburne House.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Activities, achievements and performance

The organisation previously contracted with The Education and Skills Funding Agency (ESFA) to deliver excellent results for students. We continue to develop and expand curriculum, training methods and our project portfolio in line with the needs of students, employers, the LEP, government initiatives and local Industry growth agendas. From 2019/20 academic year the Government has devolved the Adult Education Budget (AEB) in Liverpool City Region to the Combined Authority. This means that for the first time, the Liverpool City Region will have the opportunity to tailor the skills and adult education system to better address local priorities.

Our School for Social Entrepreneurs continues to be highly successful in delivering programmes that attract and develop learners who want to pursue self-employment with a social impact. We invest in individuals from all backgrounds who have practical ideas for change. Our vision is of a fair and equal society where the potential of all people is fully realised.

Since the beginning of 2020, the COVID-19 pandemic has severely impacted many local economies around the world. Measures taken by governments to control the spread of the virus have included lockdowns, travel bans, quarantines, social distancing and closing of non-essential services and this has resulted in many businesses having to cease or limit their activities for long or indefinite periods of time resulting in an economic slowdown. We have responded quickly and adapted, utilising government grants and support, working with funders and strategic partners that seek to stabilise education delivery and enhance social impact and sustainability. Given our proven track record, depth and reputation in the local community we are well positioned to continue to serve the women of Liverpool and the local community. The Board continue to review our post Covid-19 recovery plans and shape the business so that we can focus our efforts on mission led, sustainable portfolios that support the vision to empower women.

Education

Blackburne House is an Outstanding Grade 1 (OFSTED 2016) Voluntary and Community Independent Provider, supporting the learning aims of Liverpool City Region residents for almost 40 years. We stand out as an educational establishment that welcomes all people to develop and improve their quality of life and that of their families. During the educational period we had 574 adult learners (2019 - 540) which represented 1,232 course enrolments (2019 – 999) into Blackburne House Education and to put this into the context of the priority provision:

- 79% of learners (2019 – 82%) are from high deprivation areas; of which 56% (2019 – 74%) were from postcodes ranked in the top 5% most deprived in England
- 51% (2019 - 50%) of learners are women from non-white ethnic groups (Black, Asian, Mixed, Other)
- 24% (2019 - 13%) of our learners had learning difficulties or disabilities

Independence, transformation, inspiration and equality through education is the pulsating heartbeat of Blackburne House Education. This clear vision and mission is translated and embedded at every level and within every area of the organisation. Blackburne House Education has successfully delivered skills and education contracts for almost 40 years and has been privileged to witness the transformative effects of educational achievement within a highly supportive environment. Learning is a celebration; we acknowledge the journey our learners take, many from what is deemed a very low starting point. Our mission is: To provide education for women who are disadvantaged, to encourage and enable them to develop to their full potential through the provision of high-quality learning provision and facilities.

Blackburne House Education is situated in Toxteth, one of the most deprived areas of Liverpool, however, our delivery also spans across the broader City Region. We continue to effectively engage with deprived and BAME communities, providing support and removing barriers to education. We proudly promote Equality & Diversity with a very strong representation from the Black, Asian and minority ethnic (BAME) community.

A significant number of learners are refugees, asylum seekers, lone parents, long-term unemployed, carers or women who have not previously achieved any qualifications. Courses on offer are primarily for adults, mainly women, with a number of women aged 16 to 18 accessing study programmes or Traineeships within the centre. Our learners can choose to enrol on to a range of programmes, which includes Interior Design, Teacher Training, Holistic Therapies, Healthcare, Business, Access to HE, ESOL, GCSE and Functional Skills. The curriculum is designed to align with the city region priorities and is responsive to the needs of local people and local businesses. Our mission is to provide tailored skills and learning to engage people and support them into meaningful employment and/or further education and skills.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Education (continued)

We recognise in our ever-changing culture and environment the importance of resilience and confidence alongside qualification achievement; therefore, we have strengthened our delivery with substantial health and well-being programmes enabling the transformation of lives. During this academic year, recognising the mental health impacts the Pandemic had on our learners, we worked with funders to grow this portfolio, targeted to support our learners and local women, specifically BAME women.

For the 19/20 academic year we continued to implement a full-time delivery programme, mapped against local needs. In March 2020, we had to immediately respond to the national lockdown in a way that would ensure that learning opportunities could continue to be provided to as many learners as possible and that learners were supported with the subsequent barriers that were presented.

The majority of lessons swiftly moved online, showing the teaching teams ability to flex and adapt and remain responsive in support the learners through this difficult transition. Remote delivery has posed a number of challenges which included technology issues, learners struggling to focus due to home schooling and heightened levels of mental ill-health, all impacting the learners' ability to remain engaged.

Course content may be easily delivered remotely, but the learners who typically enrol on these courses may not benefit as much as they would in a traditional classroom setting. Courses with practical elements face challenges with delivery and learning in this way. For some learners, social interaction is a major factor in their decision to return to education and whilst it is possible to replicate this in a virtual classroom, it simply 'feels' different for some, meaning that the positive impact is reduced.

There have however been many benefits from adapting to remote learning. Staff have quickly upskilled at using technology to support their role which drives efficiencies as we move forward. Using remote teaching methods also enables us to offer flexibility to learners which can continue into 2020/21. Where sessions are recorded, learners can revisit lesson content in a way that is not possible with traditional classroom learning. It also allows absent learners to access sessions at a different time and enables non-intrusive remote observations to take place.

As we move forward into 2020/21 and beyond, remote delivery (post-Covid) is likely to continue along with face to face classroom learning, prioritised based on a learner-centred approach to ensure maximum benefit.

Traineeships

Blackburne House Education launched its Traineeship programme in 2017, funded through the ESFA for 16-19-year olds, which has since grown in strength and reach to support young people with the key skills of Math's and English and substantive work experience leading to full time employment or an Apprenticeship. Traineeships enable young people to gain much needed confidence and belief in themselves coupled with relevant qualifications through vocational and academic routes to enable them to progress and exceed their own expectations.

Quality and performance

Board members and Senior Managers live the values of the organisation, providing a clear and consistent mission and vision, which translates to high quality delivery to all learners. The Education & Quality committee annually agree and set key quality and performance targets for the academic year, which are scrutinised at committee and senior management meetings. The views of learners are used to identify areas for improvement or any areas where good practice can be shared, which supports improvements to teaching, learning and assessment and the environment.

Learners commend the niche-learning environment provided by Blackburne House, it is a place where they feel accepted, safe and inspired. Leaders and managers collaborate effectively with Liverpool City Region (LCRCA) colleagues to align curriculum, with skills priorities. Programmes are responsive, designed to meet the needs of local people and employer priorities. We have clear progression routes in place, which have been realised from entry level through to higher level qualifications.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Quality and performance (continued)

We are committed to safeguarding and promoting the welfare of our students and expect all of our staff, trustees and volunteers to share this commitment. Safeguarding of children, young people and vulnerable adults continue to be important to the organisation, and we take seriously our duty to comply with the Safeguarding Act 2015. The Board of Trustees and staff have undertaken training in this area and continually review our performance and ability to adapt and respond, particularly with the additional challenges brought about by Covid and delivery of services online. Our Board and the Education & Quality Committee closely monitor our policies and procedures and the organisation has an appointed Designated Safeguarding Officer. We have continued to adapt our safeguarding policies in light of Covid19 impacts around digital and online safety and are providing additional support for mental health and wellness through our Counselling portfolio.

Our quality of education for 2019/20 reflects the adaptability and flexibility shown by tutors to enable students to progress in difficult circumstances. However, the issues presented by the lockdown in terms of engaging learners, collecting evidence for grades and delayed courses (and our subsequent ability to host exams in continuing uncertain circumstances) have impacted on the overall achievement rate this year. 90% of our learners are women who have been disproportionately affected by the pandemic given caring and home-schooling responsibilities typically lay with the females in the households impacting on their capacity to engage in their own studies.

Given these significant factors, our achievement data is understandably lower than previous years at 59.6% (2018/19 71.2%),. Within these statistics, we are proud to report that there are no significant differences in the achievement of different ethnic groups. There is also no significant difference in the overall achievement of learners who identify a difficulty or disability compared to those who do not.

Blackburne House Education has an established support service that provides wellness interventions to our female learners and the local community. As a consequence of the pandemic, coupled with prolonged lockdowns, and the Black Lives Matter campaign manifesting key triggers, we identified a significant mental health decline amongst local women. We recognised the urgent need to scale up our wellbeing and counselling interventions and with the support of a number of funders, we have been able to increase our services to respond to this demand. Since scaling up our service we have supported in excess of 2000 women and we plan to grow this service to ensure we are able to continue to provide interventions that address the complex needs that are emerging.

Education through enterprise

Blackburne House Education takes an enterprising approach to teaching and learning. Enterprise encourages people to learn and develop in a way that meets their needs and develops skills for learning, skills for life and skills for work. The world is changing rapidly, and people need to be prepared. They need to have the skills and attitudes to cope with an unpredictable future, to be able to deal with setbacks and disappointments in a positive way and to continue to learn for the rest of their lives. Whenever possible, we utilise the resources across Blackburne House to provide our learners with real life opportunities to enhance their development and support them to become more influential in their own lives and the lives of others.

Careers & Employability

Blackburne House Education has employability built into all of its programmes. Sessions include applying for work, CV writing, ask the professional, communication for career progression, interview skills, confidence building and work experience opportunities. Our Health and Wellbeing support helps to build confidence and resilience to equip our learners with the life skills needed to adapt, thrive and cope with life crises.

Partnerships and collaboration

We engage with a number of partners such as Activ8, Bedspace, City Hearts, Merseyside Youth Association, Career Connect, Liverpool into Work, Liverpool Children's Centres, LCR and JCP to engage those with identified low attainment levels and those who are economically inactive. We have made new connections with Merseyside Police, specifically to support them in their Equality & Diversity agenda to recruitment women and BAME staff for programmes in 20/21. We have modelled our delivery to assure flexibility and responsiveness to potential learners who have previously found education challenging for a variety of reasons.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Activities, achievements and performance (*continued*)

We have further developed our links with local universities to support higher education progression pathways for our learners. We have particularly strong partnership with Liverpool Hope University and support their trainee teachers with placements that enhance their experience and personal development. We continue to develop and expand our education, training and project portfolio in line with the needs of students, employers, the Combined Authority, government initiatives and the local industry growth agendas.

School of Social Entrepreneurs (SSE)

Our School for Social Entrepreneurs North West (SSE North West) was launched in Liverpool in 2007 as part of the Blackburne House portfolio. We run practical learning programmes and courses to support people from all backgrounds to realise their potential and bring about lasting social and environmental change. Our programmes support the entrepreneurs to start, sustain, scale up and trade up social enterprises, charities and Community Interest Companies.

We support the development and growth of social enterprises as a means by which to address some of society's most pressing issues. We empower people from all backgrounds to create positive social change. Our programmes help individuals start, sustain, and scale social enterprises, charities and community projects. We help individuals build confidence and gain practical business skills.

We are committed to jargon-free learning delivered by experienced professionals and authentic social entrepreneurs. SSE uses an innovative learning approach, which focuses on real world issues and practices. To date we have supported over 1,250 social entrepreneurs who are working to improve communities and social issues across the country. We have continued to be the most popular and successful School for Social Entrepreneurs outside of London for the Lloyds Bank Social Entrepreneurs programme across the UK Network and our recruitment pipeline continues to be oversubscribed. During the period we continued to deliver:

- Lloyds Start Up and Scale Up and Trade Up programme to help people to start up and scale and develop existing social enterprises, charities, community projects and impact-led organisations
- Power to Change community business Trade Up programme to grow community businesses
- BEE You Project for young people, developing skills and product development in beekeeping and entrepreneurship
- An international women's programme in the middle east awarded by NAMA and in partnership with SSE UK to create and develop a world class Social Entrepreneurship Fellowship program for a cohort of 20 UAE Women
- Co-op Foundation environmentally focused Social Enterprises and Community Businesses programmes, supporting environmental social entrepreneurs across the North West, Midlands and Yorkshire and the North East.
- Support, advice and networking opportunities for our growing fellowship of social entrepreneurs and community business leaders

As we move into 2020/21 SSE will continue to deliver against the programmes in place. Growing the environmental programme through the Co-Op Foundation model, completing the Bee You programme and developing our place based community development further.

SSE students

There is no typical student at the School for Social Entrepreneurs. The people that attend our courses have ranged in age from 17 to 74 and come from diverse cultural and ethnic backgrounds. At the SSE we believe that passion for change is what matters most, not where you come from.

SSE Programmes

The School for Social Entrepreneurs North West is a people powered learning programme, which means that programmes are designed to respond to the learners' needs and expectations. Our courses contain a mix of delivery styles to engage, inspire and motivate participants who will be able to immediately apply what they have learnt to their own organisation

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued] Year ended 31 July 2020

The programme's different elements, alongside the peer support and learning gained from being part of a cohort, form a powerful process which helps develop the individual's skills, confidence and knowledge, and, as a result, also develops their project's effectiveness in helping to bring about sustainable change.

Throughout, participants are encouraged to foster a 'can do' attitude and to focus on delivering practical outcomes. The centrality of action learning within SSE programme means participants develop their business and life skills through applying their learning directly to the organisation that they are in the process of capacity building. This provides them with opportunities to trial new ideas, discover different approaches and learn through practice.

SSE's approach also addresses the unique pressures faced by individuals entering the social enterprise marketplace. A supportive framework provides participants with a safe space for honesty and reflection; participants share their experiences, resources, knowledge and challenges with their peers. The strong and resilient networks established through this process often continue to facilitate peer learning for individuals beyond the duration of their time at the SSE.

One in four SSE students have direct experience of the social issue they are seeking to address. As such it is important that our programmes empower them to become resilient social entrepreneurs who prioritise their own well-being. Programmes are designed to encompass the 5 Ways to Well Being, providing multiple opportunities for students to Connect, Take Notice, Be Active, Keep Learning and Give.

Financial review

The trustees' financial responsibilities include the solvency of the organisation, safeguarding the assets of the organisation and approving the annual budget. In approving the annual budget, we aim to set financial objectives, which are quantifiable targets against which we can measure achievement. To assist us in achieving these objectives, monthly management accounts are produced and discussed at Senior Management Team meetings. A formal cycle of reporting of management accounts has been established and includes bi-monthly meetings with the Finance & Resources Committee and the trustees. The Finance & Resources Committee continually review their reporting mechanisms to ensure financial planning is developed and enhances the opportunities of the organisation. The Finance & Resources Committee, under powers delegated to it by the trustees, regulate and control the finances of the organisation.

Covid-19 impacted the organisation during March 2020 with the government directive to cease face to face learning as we moved into a National Lockdown and to transfer our learning to virtual delivery. Although this was a very challenging time, we transitioned successfully to online teaching immediately and we continued to deliver remotely for the remainder of the curriculum year.

We worked closely with our funders and partners to ensure continuity of learning and to understand how Covid19 would impact our ability to deliver to full contract values. LCRCA recognised that many of our learners would struggle to remain on courses and that recruitment would be impacted as a result of learners not being able to physically access services. LCRCA provided Covid Relief Funding that allowed us to draw down full contract funding, despite areas of under delivery, in recognition of the challenges facing colleges and learners. This was also to ensure sustainability of service beyond the pandemic and to protect organisations against the financial challenges faced.

In addition to our Adult Education contracts, we secured three pilot programmes through LCRCA to deliver pre-access level education to support learners engage at pre-entry level. This involved pre-access Pilots in ESOL, GCSE Maths and English, targeted to improve pathways into education and outcomes. Throughout the year we continued to deliver against our 16-19 provision and scaled up our Bee You Environmental programmes in line with funder support to ensure continuity of cashflow and funding through Covid-19.

Within SSE our Power To Change funded Community Place Based Trade Up programmes continues to develop and is oversubscribed, indicating the demand for alternative pathways to entrepreneurship and we are renewing our Co-op Environmental Entrepreneurs Programme in addition to delivering against our fully integrated Lloyds Programmes.

We have been successfully delivering Mindfulness and Counselling sessions to our learners and women in the community for a number of years. When Covid-19 impacted, we evidenced higher levels of declining mental health and wellbeing in women and as a direct consequence of our prior experience and position in the Community, we secured additional funding to deliver counselling and wellness interventions remotely.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2020

During the year Women's Technology Training Limited received a Capital Investment Grant from Liverpool City Council of £223,930 (2019 £418,872) to carry out Leasehold refurbishment works to fit out the building located at Falkner Street.

Given our ability to adapt our education delivery during the pandemic, expand our services, particularly around Counselling, and work with our funders through the pandemic, we have been able to secure a small surplus of £12,993 for the financial year to July 2020.

Our plans for the future

Our Education contracting moves into the second year of devolution through Liverpool City Region Combined Authority during 2020/21 and we continue to work closely with the City Region to map out curriculum plans against local priority areas, regularly assessing delivery and flexing plans based on the changing external environment.

All aspects of the curriculum have been designed to incorporate wraparound skills, employability, wellbeing & personal development and progression with support elements. We continue to prioritise Equality & Diversity by providing our students with expert training around this during their induction across all programmes. Many courses have direct progression routes into further qualifications at Blackburne House. We plan to provide a blended delivery approach as we move out of lockdown and where it is safe and beneficial, we will integrate learners back into the classroom and prioritise learning that focuses on practical skills and assessment.

For the financial year 2020/21 we have secured a £670k Adult Education contract through LCRCA, along with a growth contract of £54k to deliver higher level ESOL adult courses. We are working to deliver two Pilot Courses for £95k and are seeking to contract for a 3rd Digital Innovation Pilot for £45k. We have an additional £100k learner and learning support fund and we are delivering on our 16-19 year old Young Persons contract, along with the provision of higher level advanced learner loan courses. We have agreed with our existing funder, The Wildlife Trust to scale up the remaining budget and activity for the Bee You project that is due to end in June 2021 and in the instance that the Pandemic slows down the sighting of hives and course delivery, we have agreed to an extension to the programme for a further 6 months.

Covid has and will continue to significantly impact women disproportionately, particularly BAME women. Many of our learners are parents and single mothers and the lack of childcare support during lockdown has impacted their ability to sustain and gain personal development. More significantly, it has had a detrimental impact on our learner's mental health. Women are presenting to us with debt, hardship, housing issues, trying to leave abusive relationships, have been trafficked or have no recourse to public funds.

In order to remove barriers to education and support the women in our community, particularly during the pandemic, we have strengthened our Wellness and Counselling services and have secured significant funding to scale up delivery into 20/21 and 21/22. We are now able to provide the immediate support required and as a direct result of our interventions we are evidencing the following:

- Reduced waiting times to access counselling services
- Reduced isolation and Increased confidence and a feeling of connection
- Gained long term cope and recovery strategies
- Improved wellbeing and a sense of hope about their future
- Higher progression to our education programmes which increases life chances and financial independence.

In addition to the growth of our Wellbeing and Counselling Portfolio, we were successful in partnering with The Smallwood Trust to become a Community Grant Partners. We operate as a grant giver to provide small cash grants to individual women to help them overcome personal and financial barriers, helping them to make changes in their lives. The impact of this on our women has been significant and we are in discussion with the Trust to shape their grant giving priorities further in light of our community roots, connections and access to the women who require their support most.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2020

Our plans for the future (continued)

The leasehold fit out for the building in Falkner Street continues into 2020/21, supported by Capital Grants from Liverpool City Council. The impact of Covid has meant delays to the construction programme of works and we are currently working with the City Council to agree a way forward in light of the economic impact of the pandemic on our plans, along with the changing requirements for physical space utilisation going forward.

The financial projections for 2020/21 and 2021/22 have been prepared, taking into account the impact of Covid-19 and the opportunities to strengthen our offer through strategic partnerships commenced during 2019/20. They reflect our ability to adapt to the landscape in a strong and progressive manner in support of our learners and community.

Our future plans focus on strengthening our core offer of Education, allowing us to continue to deliver the vision of the organisation. We will continue to provide the vital community and learner services that build resilience and independence for women. We have shown resilience and flexibility to respond in a way that drives impact for the individual and for the local community and economy.

Remuneration of key management personnel

The trustees consider the Chief Executive and the Senior Management Team to be the key management personnel of the charity in charge of directing and controlling the charity and running and operating the charity on a day to day basis.

It is the charity's policy to pay staff at rates reflecting the local market and in line with similar organisations.

Reserves policy

The organisation's reserve policy has been reviewed in line with guidance from the Charity Commission. It is the policy of the organisation to maintain unrestricted funds, which are the free reserves of the organisation at a level that equates to three months liquidity requirements. The trustees have reviewed the value of reserves required and have set the desired value of the reserves at £150,000 (2019 £150,000) to reflect current level of overheads. This provides sufficient funds to cover management, administration and support costs for the development of our principal activities to enable us to provide a high-quality service to our stakeholders.

The trustees acknowledge that the level of unrestricted free reserves of £139,205 (2019 £113,071) have not reached the desired level, but they are confident that future profit projections facilitate this. The trustees continue to monitor the situation and have reviewed and agreed the strategy and priorities that align to this objective as we move forward.

Risk policy

The trustees are responsible for overseeing the risks faced by the organisation. Detailed considerations of risk are delegated to the Senior Management Team. Risks are identified, assessed and controls established throughout the year. All significant activities undertaken are subject to a risk review and reviewed by the Finance & Resources Committee. Systems have been established to mitigate the risks and the Senior Management Team regularly reviews the risks and takes any action identified.

Investment powers and restrictions

Under the Memorandum and Articles of Association, the charity has the power, to invest or deposit funds in any manner only after obtaining advice from a financial expert and having regard to the suitability of investments and the need for diversification. The trustees, having regard to the liquidity requirements of operating the charity and to the reserves policy, do not consider it necessary to invest in a portfolio of investments, but instead have operated a policy of keeping available funds in an interest bearing deposit account and seek to achieve a rate of deposit interest which matches or exceeds inflation as measured by the retail price index. Invested funds are held on deposit in a high interest savings account for use as and when necessary.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2020

Environmental policy

The Board of Trustees and Senior Management Team are committed to the objectives of sustainable development and to achieving environmental best practice through all business activities whenever practical to do so. We operate an active and practical leadership policy in respect of environment management as a business function. We recognise that a concerted approach must be adopted to prevent pollution, minimise waste and achieve continual improvements in environmental performance.

Women's Technology Training Limited is committed to a structured approach to the management of its activities, ensuring it complies with or exceeds applicable environmental legal requirements and all other relevant requirements and recognised best practices, which are related to our environmental aspects.

Structure, governance and management

Governing document

Women's Technology Training Limited is a charitable company limited by guarantee (No. 01712569), incorporated in England on 6 April 1983 and registered as a charity (No. 514972) on 3 April 1984. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. On winding up of the company each member will contribute £1.

Organisation

The Board of Trustees administers the charity. The Board meets bi-monthly and there are sub-committees covering Education & Quality and Finance & Resources. Task Force Committees are temporary committees created to focus on particular areas from time to time, for example, in the wake of Black Lives Matters, we have an EDI Task Force to ensure the appropriate focus and governance oversight is created in this specific area. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations the Chief Executive has delegated authority, within terms of delegation approved by the trustees for operational matters including finance and to provide strategic directions for the organisation, ensuring that its policies, systems, products and services are continually focused on achieving the organisation's mission, vision and values. Business planning for all aspects of the service provision is carried out to ensure our operation is in line with our strategic intent. We champion the creation of a high performance, high empowerment culture to build sustainable advantage for the organisation. This ensures we remain competitive for funding and sponsorship and that we retain and expand our market position. Our aim is to ensure we maintain a positive reputation within the community, education and training sector and other market sectors within which we operate.

The Management Team

Day to day management of the charity is delegated to the senior managers. The current team is:

- C Dove - Chief Executive (retired 31/07/20)
- C McKenna - Director of Learning
- A Rushton - Director of Business Development
- A Deary - Director of Strategy, Planning & Business Support
- L Mairah - Director of Digital & Entrepreneurial Centre (appointed 1/2/20)

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2020

Trustee appointment, induction and training

The Board adopts a strategic approach to trustee recruitment and when appropriate all vacancies are advertised within the community to attract trustees to serve on its board and also invite trustees to nominate prior to the AGM.

All members are circulated with invitations to nominate trustees prior to the AGM advising them of the retiring trustees and requesting nominations for the AGM. When considering co-opting trustees, the Board has regard to the requirements for any specialist skillset and competency needed that would enhance the organisation's ability to deliver on its strategic goals. Board members come from a variety of backgrounds and it is this variety that adds value to the organisation. However, we recognise that our expectations are high and the demands we place on the Board are considerable, therefore we feel that it is important to support all Board Members with the training and development they need to complement and supplement their current skills and competencies.

The induction programme aims to give the new member an understanding of the work of Blackburne House Education and to help recognise how they can make a significant contribution to the organisation during their term of office. New trustees undergo an orientation programme to brief them on their legal obligations under charity and company law, the contents of the Memorandum and Articles of Association, the committee and decision-making processes and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events and internal training and briefings where these will facilitate the undertaking of their role.

Related Charities

Women's Technology Training Limited is related to Blackburne House by virtue of common directors, influence and shared resources.

Statement of trustees' responsibilities

The trustees (who are also directors for the purposes of company law) are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare accounts for each financial year, give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year. In preparing these accounts, the trustees are required to:-

- Select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts;
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at the time the financial position of the charity and to enable them to ensure that the accounts comply with the Companies Act 2006. They 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.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2020

Trustees' statement of disclosure of information to the auditors

Each of the persons who is a trustee at the date of approval of this report confirm insofar as they are aware that:-

- there is no relevant audit information of which the charity's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

Auditors

A resolution for the re-appointment of Mitchell Charlesworth LLP will be proposed at the forthcoming Annual General Meeting.

Approval

In approving the Trustees' Annual Report, we also approve the Strategic Report included therein in our capacity as company directors.

SIGNED BY ORDER OF THE TRUSTEES

Registered office:
Blackburne House
Blackburne Place
Off Hope Street
Liverpool L8 7PE

Dana Nixon
COMPANY SECRETARY

Approved by the trustees on 30 March 2021

Mitchell Charlesworth LLP

Chartered Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2020

Opinion

We have audited the accounts of Women's Technology Training Limited (the 'charity') for the year ended 31 July 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

Mitchell Charlesworth LLP

Chartered Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2020 [Continued]

Other information

The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report for the financial year for which the accounts are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the trustees and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustee' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Mitchell Charlesworth LLP

Chartered Accountants

5 Temple Square Temple Street Liverpool L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2020 [Continued]

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Mr Philip Griffiths
Senior Statutory Auditor

30 March 2021

On behalf of Mitchell Charlesworth LLP
Statutory Auditor

3rd Floor
5 Temple Square
Temple Street
Liverpool
Merseyside L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Income from:					
Donations and legacies	2	30,850	-	30,850	-
Charitable activities	3	<u>1,408,274</u>	<u>388,755</u>	<u>1,797,029</u>	<u>2,196,319</u>
Total income		<u>1,439,124</u>	<u>388,755</u>	<u>1,827,879</u>	<u>2,196,319</u>
Expenditure on:					
Charitable activities	4	<u>1,412,990</u>	<u>134,130</u>	<u>1,547,120</u>	<u>1,637,614</u>
Total expenditure		<u>1,412,990</u>	<u>134,130</u>	<u>1,547,120</u>	<u>1,637,614</u>
Net income/(expenditure) for the year	9	26,134	254,625	280,759	558,705
Total funds brought forward		<u>113,071</u>	<u>545,768</u>	<u>658,839</u>	<u>100,134</u>
Total funds carried forward		<u><u>139,205</u></u>	<u><u>800,393</u></u>	<u><u>939,598</u></u>	<u><u>658,839</u></u>

The charity has no recognised gains or losses other than the results for the year as set out above

All of the activities of the charity are classed as continuing

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2020

Comparative information for the year ended 31 July 2019

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Income from:				
Charitable activities	2	<u>1,217,799</u>	<u>978,520</u>	<u>2,196,319</u>
Total income		<u>1,217,799</u>	<u>978,520</u>	<u>2,196,319</u>
Expenditure on:				
Charitable activities	3	<u>1,204,862</u>	<u>432,752</u>	<u>1,637,614</u>
Total expenditure		<u>1,204,862</u>	<u>432,752</u>	<u>1,637,614</u>
Net income/(expenditure) for the year	8	12,937	545,768	558,705
Total funds brought forward		<u>100,134</u>	<u>-</u>	<u>100,134</u>
Total funds carried forward		<u><u>113,071</u></u>	<u><u>545,768</u></u>	<u><u>658,839</u></u>

The charity has no recognised gains or losses other than the results for the year as set out above

All of the activities of the charity are classed as continuing

The notes on pages 21 to 31 form part of these accounts.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Balance Sheet 31 July 2020

		2020		2019	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	11		803,282		548,768
Current assets					
Debtors	12	479,010		428,344	
Cash at bank		<u>14,792</u>		<u>16</u>	
		493,802		428,360	
Creditors: Amounts falling due within one year	13	<u>(357,486)</u>		<u>(318,289)</u>	
Net current assets			<u>136,316</u>		<u>110,071</u>
Total assets less current liabilities			<u>939,598</u>		<u>658,839</u>
The funds of the Charity					
Unrestricted	15		139,205		113,071
Restricted	16		<u>800,393</u>		<u>545,768</u>
Total funds	17		<u>939,598</u>		<u>658,839</u>

These accounts were approved by the trustees on and authorised for issue on 30 March 2021 and are signed on their behalf by:

Sally-Anne Watkiss

Company Registration Number: 01712569

The notes on pages 21 to 31 form part of these accounts.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Cash Flows For the year ended 31 July 2020

	2020 £	2019 £
Cash flow from operating activities representing a net (decrease) in cash and cash equivalents	84,825	(9,397)
Cashflow from investing activities		
Payments to acquire tangible fixed assets	267,766	(548,543)
Capital grants received	<u>(267,766)</u>	<u>545,768</u>
	-	(2,775)
Net (decrease)/increase in cash and cash equivalents	84,825	(12,172)
Cash and cash equivalents at 1 August 2019	<u>(70,033)</u>	<u>(57,861)</u>
Cash and cash equivalents as at 31 July 2020	<u>14,792</u>	<u>(70,033)</u>
Reconciliation of net income/(expenditure) to net cash flow from operating activities		
Net income for the year	280,759	558,705
Capital grant	(267,766)	(545,768)
Depreciation of tangible fixed assets	13,252	538
(Increase) in debtors	(50,666)	(77,887)
Increase in creditors	<u>109,246</u>	<u>55,015</u>
Net cash flow from operating activities	<u>84,825</u>	<u>(9,397)</u>
Cash and cash equivalent consists of:		
Cash at bank	14,792	16
Bank overdraft	<u>-</u>	<u>(70,049)</u>
	<u>14,792</u>	<u>(70,033)</u>

The notes on pages 21 to 31 form part of these accounts.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts Year ended 31 July 2020

1. Summary of accounting policies

(a) General information and basis of preparation

Women's Technology Training Limited is a company limited by guarantee and a registered charity incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are set out in the Trustees' Report on page 2.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with 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) issued in October 2019, the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102). Further detail is given in the Trustees' Annual Report.

Income from charitable activities includes income received under contract or where entitlement to grant funding is subject to special performance conditions and is recognised as earned as the related services are provided. Grant income included in this category provides funding to support performance activities and is recognised when there is entitlement, certainty of receipt and the amounts can be measured with sufficient reliability.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts
Year ended 31 July 2020

1. Summary of accounting policies (*continued*)

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Expenditure on charitable activities includes costs associated with the charity including support costs as appropriate.
- Other expenditure represents those items not falling into the category above.

(e) Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at the charity's registered office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

The analysis of these costs is included in note 4.

(f) Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Capital expenditure on equipment is written off in the period in which it is incurred if purchased from grant income. Individual assets are capitalised on the balance sheet where their cost exceeds £100.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computers	10 - 33% per annum
Fixtures & fittings	10 - 20% per annum
Equipment	10 - 33% per annum
Leasehold improvements	5% per annum

(g) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts Year ended 31 July 2020

1. Summary of accounting policies (*continued*)

(h) Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

(i) Provisions

Provisions are recognised when the charity has an obligation at the balance sheet date as a result of a past event, it is probable that an outflow of economic benefits will be required in settlement and the amount can be reliably estimated.

(j) Operating leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts
Year ended 31 July 2020

1. Summary of accounting policies (*continued*)

(k) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(l) Tax

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and before it meets the definition of a charitable company for UK corporation tax purposes.

(m) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist having due regard to the impact of COVID-19 as referred to in note 25. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts Year ended 31 July 2020

2. Income from donations and legacies	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Donations	340	-	340	-
Legacy	10,000	-	10,000	-
Grants receivable	20,510	-	20,510	-
	<u>30,850</u>	<u>-</u>	<u>30,850</u>	<u>-</u>
3. Income from charitable activities	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Liverpool City Region Combined Authority (formerly ESFA)	733,501	-	733,501	606,586
ESFA - Advanced Learner Loan	98,770	-	98,770	118,150
Liverpool City Region Combined Authority - Pilot Project	145,740	-	145,740	-
ESFA - Learning Loan Bursary	8,250	-	8,250	11,925
ESFA - 16-19 Programme Funding	114,403	-	114,403	152,119
SSE North West Sub Grant Year 7	-	-	-	26,399
SSE North West Sub Grant Year 8	-	34,813	34,813	36,991
SEE North West Sub Grant Year 9	-	18,310	18,310	-
P2C M&S Peer	-	-	-	10,500
Well Skelmersdale	-	-	-	15,247
SSE various	-	8,050	8,050	10,596
SSE Co-op Foundation	17,808	-	17,808	-
SSE NAMA	-	11,719	11,719	40,956
ERDF - New Markets Two	-	-	-	76
Our Bright Futures - Bee You Revenue	203,908	-	203,908	151,598
Our Bright Futures - Bee You Capital	10,081	-	10,081	45,601
FE Course fees	13,699	-	13,699	27,601
SSE North West Sub Grant Power to Change Reach Fund	14,950	78,627	78,627	30,095
Add: Deferred income released	-	-	-	39,594
Less: Deferred income	(96,678)	(30,530)	(127,208)	-
Other income	4,776	-	4,776	2,565
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	-	43,836	43,836	450,848
Liverpool City Council – Falkner Street	-	223,930	223,930	418,872
Merseyside Police & Crime Commissioner & Community Foundations	15,240	-	15,240	-
HM Government in Partnership with The National Lottery Community Fund	94,233	-	94,233	-
Steve Morgan Foundation	29,593	-	29,593	-
	<u>1,408,274</u>	<u>388,755</u>	<u>1,797,029</u>	<u>2,196,319</u>

£978,520 of the above income in 2019 was attributable to restricted funds and £1,217,799 of the above income in 2019 was attributable to unrestricted funds.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Year ended 31 July 2020

4. Analysis of expenditure on charitable activities	Activities undertaken directly £	Support costs £	Total 2020 £	Total 2019 £
College	1,082,077	465,043	1,547,120	1,637,614

£134,130 (2019 £432,752) of the above costs were attributable to restricted funds and £1,412,990 (2019 £1,204,862) of the above costs were attributable to unrestricted funds.

5. Allocation of support costs	2020 £	2019 £
Management salaries	176,946	113,457
Premises costs	183,743	115,619
Office costs	27,679	25,719
Depreciation	13,252	538
Professional	44,820	19,404
Other	10,169	9,147
Governance (see note 6)	8,434	8,824
	465,043	292,708

6. Governance costs	Unrestricted £	Restricted £	2020 £	2019 £
Audit and accountancy fees	8,434	-	8,434	8,824

7. Staff costs and numbers	2020 £	2019 £
The aggregate payroll costs were:		
Wages and salaries	818,364	678,783
Social security costs	63,423	51,731
Other pension costs	24,628	21,109
	906,415	751,623
Staff recharges	15,730	25,313
Total	922,145	776,936

The average number of staff employed by the Charity during the year amounted to:

	No	No
Number of technical staff	1	1
Number of administrative staff	15	17
Number of part-time tutors	18	17
Number of tutors	9	5
	43	40

WOMEN'S TECHNOLOGY TRAINING LIMITED

Year ended 31 July 2020

7.	Staff costs and numbers (continued)	2020	2019
		No	No
	The number of employees, included in the above, whose emoluments, excluding pension contributions, fell within the following ranges, were:		
	£60,001 - £70,000	-	1
	£70,001 - £80,000	-	-
	£80,001 - £90,000	1	-
		<u> </u>	<u> </u>

8. Trustees' and key management personnel remuneration and expenses

No remuneration was paid to the trustees during the year for their services as trustees (2019 £Nil) nor were any expenses reimbursed (2019 £Nil).

The total amount of employee remuneration received by key management personnel is £176,946 (2019 £113,457).

The charity considers its key management personnel to comprise the Chief Executive, Director of Learning, Director of Projects and Business Development and Director of Strategy, Planning and Business Support.

9.	Net income for the year	2020	2019
		£	£
	This is stated after charging:		
	Staff pension contributions	24,628	21,109
	Depreciation	13,252	538
	Auditors' remuneration:		
	- as auditors	8,434	8,824
		<u> </u>	<u> </u>

10. Taxation

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

11.	Tangible fixed assets	Leasehold		Computer	Fixtures &	
		Improvements	Equipment	Equipment	Fittings	Total
		£	£	£	£	£
	Cost					
	At 1 August 2019	418,872	5,740	138,793	31,858	595,263
	Additions	223,930	-	43,836	-	267,766
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	At 31 July 2020	642,802	5,740	182,629	31,858	863,029
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	Depreciation					
	At 1 August 2019	-	5,740	14,497	26,258	46,495
	Charge for the year	-	-	12,692	560	13,252
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	At 31 July 2020	-	5,740	27,189	26,818	59,747
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	Net book value					
	At 31 July 2020	642,802	-	155,440	5,040	803,282
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
	At 31 July 2019	418,872	-	124,296	5,600	548,768
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Year ended 31 July 2020

12. Debtors	2020 £	2019 £
Grants receivable	133,894	135,736
Trade debtors	46,156	123,145
Other debtors	272,763	141,808
Prepayments	26,197	27,655
	<u>479,010</u>	<u>428,344</u>

Other debtors includes a loan to Blackburne House of £58,710 (2019 £58,710) which is to be repaid as agreed by the trustees.

13. Creditors: Amounts falling due within one year	2020 £	2019 £
Bank overdraft	-	70,049
Trade creditors	57,164	176,758
Other creditors	92,845	16,300
Social security and other taxes	69,268	18,760
Deferred income	127,207	28,021
Accruals	11,002	8,401
	<u>357,486</u>	<u>318,289</u>

14. Commitments under operating leases	Assets other than land and buildings	
	2020 £	2019 £
At 31 July 2020 the charity had future total commitments under non-cancellable operating leases as follows:		
Within one year	4,852	8,806
Between two and five years	-	4,852
	<u>4,852</u>	<u>13,658</u>

15. Unrestricted funds	As at 1 August 2019 £	Income £	Expenditure £	As at 31 July 2020 £
General fund	113,071	1,439,124	(1,412,990)	139,205
	<u>113,071</u>	<u>1,439,124</u>	<u>(1,412,990)</u>	<u>139,205</u>

Comparative information in respect of the preceding period is as follows:

	As at 1 August 2018 £	Income £	Expenditure £	As at 31 July 2019 £
General fund	100,134	1,217,799	(1,204,862)	113,071
	<u>100,134</u>	<u>1,217,799</u>	<u>(1,204,862)</u>	<u>113,071</u>

Notes to the Accounts

WOMEN'S TECHNOLOGY TRAINING LIMITED

Year ended 31 July 2020

16. Restricted funds	As At 1 August 2019 £	Income £	Expenditure £	As at 31 July 2020 £
SSE North West Sub Grant - year 8	-	27,782	(27,782)	-
SSE North West Sub Grant - year 9	-	7,103	(7,103)	-
SSE NAMA	-	11,719	(11,719)	-
SSE various	-	6,050	(6,050)	-
SSE Power to change	-	68,335	(68,335)	-
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	126,896	43,836	(13,141)	157,591
Liverpool City Council – Falkner Street	418,872	223,930	-	642,802
	<u>545,768</u>	<u>388,755</u>	<u>(134,130)</u>	<u>800,393</u>

Comparative information in respect of the preceding period is as follows:

	As At 1 August 2018 £	Income £	Expenditure £	As at 31 July 2019 £
SSE North West Sub Grant - year 8	-	36,991	(36,991)	-
SSE North West Sub Grant - year 7	-	26,399	(26,399)	-
SSE NAMA	-	40,956	(40,956)	-
SSE various	-	4,378	(4,378)	-
ERDF	-	76	(76)	-
Liverpool City Region - Single Investment Fund (Capital Investment)	-	450,848	(323,952)	126,896
Liverpool City Council – Falkner Street	-	418,872	-	418,872
	<u>-</u>	<u>978,520</u>	<u>(432,752)</u>	<u>545,768</u>

SSE grants represent monies received for the running of the School of Social Entrepreneurs.

Liverpool City Region and Liverpool City Council have provided grants for the refurbishment of the Blackburne House building and the replacement of furniture and ICT equipment.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts Year ended 31 July 2020

17. Analysis of net assets between funds

	Tangible Fixed Assets £	Net Current Assets £	Total £
Unrestricted funds	2,889	136,316	139,205
Restricted funds	800,393	-	800,393
	<u>803,282</u>	<u>136,316</u>	<u>939,598</u>

Comparative information in respect of the preceding period is as follows:

	Tangible Fixed Assets £	Net Current Assets £	Total £
Unrestricted funds	3,000	110,071	113,071
Restricted funds	545,768	-	545,768
	<u>548,768</u>	<u>110,071</u>	<u>658,839</u>

18. Related party transactions

Women's Technology Training Limited is related to Blackburne House by virtue of common directors and influence. Both these charities operate from the same Registered Office. During the year Blackburne House charged Women's Technology Training Limited rent and services of £163,433 (2019 £108,419), childcare of £6,555 (2019 £14,241) and other administration, project and secondment costs totalling £140,575 (2019 £61,974). During the year Women's Technology Training charged Blackburne House £988 (2019 £1,445) for administration costs.

All charges include VAT where applicable.

During the year, the charity received £Nil (2019 £450,848) of capital funding for refurbishment work to the building which has been carried out through Blackburne House.

At the year-end Women's Technology Training was owed £214,052 by Blackburne House (2019 debtor £83,097).

Also included in debtors is a loan to Blackburne House of £58,710 (2019 £58,710 which is due to be repaid as agreed by the trustees).

19. Pension scheme contributions

The charity operates a defined contribution pension scheme for its employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost change represents contributions paid by the charity to the defined contribution scheme which amounted to £24,628 (2019 £21,109).

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Accounts Year ended 31 July 2020

20. Deferred income	Under 1 year	2020	2019
	£	£	£
At 1 August 2019	-	-	39,594
Additions	127,208	127,208	-
Amounts released to income	-	-	(39,594)
	<u> </u>	<u> </u>	<u> </u>
At 31 July 2020	127,208	127,208	-
	<u> </u>	<u> </u>	<u> </u>

Income has been deferred where it is received in advance of the period to which it relates or where performance of the activities to which it relates have not yet been undertaken.

21. Accrued funding commitments	Under 1 year	2020	2019
	£	£	£
At 1 August 2019	120,526	120,526	204,695
Additions	114,159	114,159	100,791
Amounts paid during the year	100,791	100,791	(184,960)
	<u> </u>	<u> </u>	<u> </u>
At 31 July 2020	133,894	133,894	120,526
	<u> </u>	<u> </u>	<u> </u>

Accrued funding commitments attributed to restricted funds is £19,735 (2019 £38,775) and £114,159 (2019 £81,751) was attributed to unrestricted funds.

22. Company limited by guarantee

The company is limited by guarantee and has no share capital.

On the winding up of the company each member will contribute £1.

23. Capital commitments

There were no capital commitments as at 31 July 2020 (2019 £Nil).

24. Analysis of changes in net funds

The charity had no debt during the year.