

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

**TRUSTEES' ANNUAL REPORT AND ACCOUNTS**

For the year ended  
31 July 2021

Company Registration Number 01712569  
Charity Number 514972

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Accounts

Year ended 31 July 2021

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# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Members of the Board and Professional Advisors Year ended 31 July 2021

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|--------------------------------|---|
| <b>Registered Charity name</b> | Women's Technology Training Limited   |
| <b>Company number</b>          | 01712569  |
| <b>Charity number</b>          | 514972  |
| <b>The Board of Trustees</b>   | Liz Cross (Chair)<br>Maureen Mellor (resigned 19/11/20)<br>Sally-Anne Watkiss<br>Lorna Rogers (resigned 25/02/21)<br>Annette Hennessy<br>Kate Fox<br>Sara Lawton (resigned 25/02/21)<br>Claire Ryan<br>Emma Carey<br>Nina Roberts<br>Jayne Worthington (appointed 25/11/21) |
| <b>Company secretary</b>       | Dana Nixon (resigned 30/03/21)<br>Helen Byrne (appointed 30/03/21)  |
| <b>Chief executive</b>         | Anne McColl (appointed 01/08/20)  |
| <b>Registered office</b>       | Blackburne House<br>Blackburne Place<br>Off Hope Street<br>Liverpool<br>L8 7PE  |
| <b>Statutory Auditor</b>       | Mitchell Charlesworth LLP<br>Chartered Accountants<br>Registered Auditor<br>5 Temple Square<br>Temple Street<br>Liverpool<br>L2 5RH   |
| <b>Bankers</b>                 | National Westminster Bank Plc<br>5 Oxford Street<br>Liverpool<br>L7 7HL   |
| <b>Solicitors</b>              | MSB Solicitors Ltd<br>Silkhouse Court<br>Tithebarn Street<br>Liverpool<br>L2 2LZ  |

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Trustees' Annual Report Year ended 31 July 2021

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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 2021. 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)                  | Sara Lawton (resigned 25/02/21)        |
| Maureen Mellor (resigned 19/11/20) | Claire Ryan                            |
| Sally-Anne Watkiss                 | Emma Carey                             |
| Lorna Rogers (resigned 25/02/21)   | Nina Roberts                           |
| Annette Hennessy                   | Jayne Worthington (appointed 25/11/21) |
| Kate Fox                           |  |

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 2021

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## 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 and counselling 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 2021

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## Activities, achievements and performance

The organisation previously contracted with The Education and Skills Funding Agency (ESFA) to deliver excellent results for students. From 2019/20 academic year the Government has devolved the Adult Education Budget (AEB) in Liverpool City Region to the Combined Authority (LCRCA). This means that Liverpool City Region will have the opportunity to tailor the skills and adult education system to better address local priorities. Funded by LCRCA 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.

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.

During 2020/2021, 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 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 continued to respond and adapt, 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 continued to review our post Covid-19 recovery plans and to 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 a 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 2020/21 we had 499 learners and 1,453 enrolments, of which 433 were adult learners representing 1,221 course enrolments, into Blackburne House Education.

### Of the 433 Adult Learners

- 80% (396) of adult learners (2020 – 79%) are from high deprivation areas with an IMD in the most deprived 25% nationally; of the 396 adult learners from deprived post codes 256 (65%) are from postcodes ranked in the 5% most deprived in England (2020-54%).
- 410 (95%) of the adult learners are women and 164 (40%) of these women (2020 - 51%) are from non-white ethnic groups (Black, Asian, Mixed, Other).
- 107 (25%) of our adult learners declared learning difficulties or disabilities (2020 - 24%).

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.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

**Trustees' Annual Report** [Continued]  
**Year ended 31 July 2021**

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## **Education (continued)**

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 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.

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 wellbeing 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 2020/21 academic year we continued to implement a full-time delivery programme, mapped against local needs. Course content continued to be delivered remotely during periods of lockdown providing a level of flexibility for learners. The learners who typically enrol on our 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.

As we move forward into 2021/22 and beyond, remote delivery is likely to continue along with face-to-face classroom learning, based on a learner-centred approach to ensure maximum benefit.

## **Quality and performance**

Board members and Senior Managers live the values of the organisation, providing a clear and consistent mission and vision. 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.

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 Vulnerable Groups Act 2006, Education Act 2002 and Counter-Terrorism and Security Act 2015. The Board of Trustees and staff have undertaken training in this area and continually review our performance and responsibilities to keep all members of our community safe.

Our Board and the Education & Quality Committee closely monitor our policies and procedures and the organisation has an appointed Designated Safeguarding Officer who is supported by the safeguarding team and a delegated Board Member.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2021

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## Quality and performance (continued)

Our quality of education for 2020/21 reflects the adaptability and flexibility shown by tutors to enable students to progress in difficult circumstances. However, the issues presented by the pandemic in terms of engaging learners, collecting evidence for grades and delayed courses (and our subsequent delay in our hosting of 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 published achievement data is lower than previous years at 48.6%. This has been significantly impacted by the qualifications included in this year's QAR due to qualifications that had Teacher Assessed Grades being removed from this year's achievement data.

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 2,000 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.

## 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 1,300 social entrepreneurs who are working to improve communities and social issues across the country.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

**Trustees' Annual Report** [Continued]  
**Year ended 31 July 2021**

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## Quality and performance (continued)

We have continued to be the one of the most popular 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 Bank Group Social Entrepreneurs' Start Up Support programme to help people to start social enterprises, charities, community projects and impact-led organisations.
- Power to Change community business Trade Up programme to grow community businesses. SSE North West continued to support groups of Community Business Leaders, many of whom were operating on the front line to support communities severely impacted by COVID and the national lockdown.
- BEE You Project for young people, developing skills and product development in beekeeping and entrepreneurship.
- The Price Waterhouse Cooper (PWC) funded social entrepreneurs coaching programme.
- 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.

In response to COVID and the national lockdown, SSE North West:

- Successfully shifted to online delivery, ensuring that the quality and immersive SSE experience remained the same.
- Delivered 2 online graduation ceremonies to provide an uplifting and celebratory experience to recognise the work and achievements of programme participants.
- Delivered online weekly Coffee Confab sessions to provide a safe and welcoming space for SSE participants to connect and talk through any issues or challenges they may be facing.
- An extension to the Power to Change Year 3 Community Business programme to enable us to support our group of Community Business Leaders who were actively supporting communities throughout the pandemic whilst also trying to sustain their own organisations.
- SSE NW staff participated in Mental Health First Aid training to enable them to more effectively support programme participants.

As we move into 2021/22 SSE will continue to deliver against the programmes in place and will seek to explore a hybrid delivery model which encompasses both online and face to face teaching methodologies. We will seek to grow 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

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.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2021

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## SSE Programmes (continued)

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 a schedule of meetings with the Finance Audit & Risk Committee (FARC) and the trustees. FARC continually review their reporting mechanisms to ensure financial planning is developed and enhances the opportunities of the organisation. FARC under powers delegated to it by the trustees, regulate and control the finances of the organisation.

As we transitioned into the new academic year 2020/21, upon government advice the organisation opened its doors again to learners with a limited number of courses being delivered face to face. Covid-19 still continued to impact the organisation and a lot of our courses remained online. From November 2020 Liverpool went into Tier 3 lockdown and our face-to-face courses had to cease and move back to online. We were then further hit with another national lockdown in January 2021. The government restrictions continued to make contract delivery a challenge, but we have risen to the challenge and our online delivery has continued to be successful.

We continued to work closely with our funders and partners to ensure continuity of learning and to understand how Covid 19 would impact our ability to deliver to full contract values. LCRC recognised that many of our learners struggle to remain on courses that are delivered remotely, and that recruitment would be impacted as a result of learners not being able to physically access services

In addition to our Adult Education contracts, we once again secured pilot programmes through LCRC 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 successfully managed to achieve our contract value. The Bee You Environmental programme continued to support our cashflow by keeping our funding payments on a monthly profile basis.

We continue to successfully deliver Mindfulness and Counselling sessions to our learners and women in the community. Covid-19 remains to be an impacting factor on the mental health and wellbeing of the women and learners in our community. There is still evidence to support the high levels of declining mental health and wellbeing in women. Due to this continued decline in mental health and wellbeing of women, we successfully secured further funding to continue delivery of counselling and wellness interventions remotely.

During the last decade, we had been exploring the potential of extending our reach and to expand to develop our Digital and Entrepreneurship offer by taking on additional premises and setting up an innovative centre at the former Toxteth Community College site.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

**Trustees' Annual Report** [Continued]  
**Year ended 31 July 2021**

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## **Financial review (continued)**

Investment capital was received from Liverpool City Council for the development of the building on Falkner Street for this purpose. The capital expenditure has been treated as fixed assets in the financial statements during the period of the building project.

This development had been less than straight forward during the period of building development and additionally, when the Covid-19 pandemic began the trustees considered that expanding into an additional site would not be a prudent strategy.

With our primary purpose in mind, the Board decided it will deliver the intended benefits of the Digital and Entrepreneurship Centre from our base at Blackburne House and explore ways of reaching more people who can benefit from our offer, by delivering face to face in local communities and through online to suit the needs of our learners.

The Board therefore decided to withdraw from further discussions regarding the leasehold property in Falkner Street held by Liverpool City Council who agreed that there would be no liability to continue with the project and confirmed the value of fixed asset items which could be retained future use for the benefit of the charity at Blackburne House site. The trustees confirm all grant funding received for the development of the property and for our primary purpose was utilised as agreed with the grant maker and all works influenced by us as intended occupiers was commissioned on a timely basis and works paid for as appropriate.

The fixed asset from the capital investment on the balance sheet has therefore been treated as impaired and has resulted in a reduction in fixed assets of £696,836 which is noted as an exceptional item in the accounts.

Given our ability to adapt our education delivery during the continued pandemic, maintain our Counselling services and work with our funders we have been able to secure a surplus of £26,198 (before depreciation and impairment) for the financial year to July 2021.

## **Our plans for the future**

Our Education contract moves into the third year of devolution through Liverpool City Region Combined Authority during 2021/22 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 training across all programmes. 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.

Covid has and will continue to significantly impact women disproportionately, particularly BAME women. Many of our learners are parents and single mothers and 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 or have no recourse to public funds.

In order to remove barriers to education and support the women in our community, we have strengthened our Wellness and Counselling services and have secured significant funding to scale up delivery into 2021/22. 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.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2021

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## Our plans for the future

In addition to the growth of our Wellbeing and Counselling Portfolio, we continue to be successful in partnering with The Smallwood Trust to become a Community Grant Partner. 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,

The financial projections for 2021/22 and 2022/23 have been prepared, 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 (2020 £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 £150,634 (2020 £136,316) have reached the desired level. The trustees continue to monitor the situation and have reviewed and agreed the strategy and priorities for the organisation 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 2021

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## 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:

|           |   |  |
|-----------|---|--|
| A McColl  | - | Chief Executive (appointed 01/08/20)         |
| C McKenna | - | Director of Learning (retired 31/07/21)      |
| A Rushton | - | Executive Director of Operations             |
| L Mairah  | - | Director of Digital & Entrepreneurial Centre |
| H Bryne   | - | Financial Controller (appointed 01/03/21)    |

### 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.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2021

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## Trustee appointment, induction and training (continued)

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 of Women's Technology Training Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to: -

- Select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- 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 financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at the time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 2021**

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## **Trustees' statement of disclosure of information to the auditors**

In so far as the trustees are aware: -

- there is no relevant audit information of which the charitable company's auditor is 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 charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements 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.

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

**SIGNED BY ORDER OF THE TRUSTEES**



**Helen Byrne**  
**COMPANY SECRETARY**

**Approved by the trustees on 5 April 2022**

# 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 2021

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#### Opinion

We have audited the financial statements of Women's Technology Training Limited (the 'charitable company') for the year ended 31 July 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the notes to the financial statements, 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 financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2021 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.

#### 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 financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements 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

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this 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 2021 [Continued]

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#### Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements 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.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of 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 this gives rise to a material misstatement in the financial statements themselves. 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 (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report have 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report and the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 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 financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

# 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 2021 [Continued]

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#### Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 12, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements 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 financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 charitable 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 financial statements 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 financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

#### Extent to which the audit was considered capable of detecting irregularities, including fraud

We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

#### Identifying and assessing potential risks related to irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and business performance;
- the charitable company's own assessment of the risks that irregularities may occur either as a result of fraud or error;
- the results of our enquiries of management and members of the Board of Trustees of their own identification of and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:

# 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 2021 [Continued]

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#### Identifying and assessing potential risks related to irregularities (continued)

- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud; and
- the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations; and
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in the following areas:

(i) The presentation of the charity's Statement of Financial Activities, (ii) the charity's accounting policy for revenue recognition, and (iii) the overstatement of salary and other costs. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act and the Statement of Recommended Practice - 'Accounting and Reporting by Charities' issued by the joint SORP making body.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty. These included Safeguarding and Data Protection regulations.

#### Audit response to risks identified

As a result of performing the above, we identified the presentation of the charitable company's Statement of Financial Activities, revenue recognition and overstatement of wages and other costs as the key audit matters related to the potential risk of fraud. The key audit matters section of our report explains the matters in more detail and also describes the specific procedures we performed in response to those key audit matters.

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations described above as having a direct effect on the financial statements;
- enquiring of management and members of the Board of Trustees concerning actual and potential litigation and claims;

# 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 2021 [Continued]

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#### Audit response to risks identified (continued)

- reading minutes of meetings of those charged with governance and reviewing correspondence with relevant authorities where matters identified were significant;
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available 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 charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Mitchell Charlesworth*

#### Mr Philip Griffiths

Senior Statutory Auditor

26 April 2022

#### 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 2021

|  | Notes | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>2021<br>£    | Total<br>2020<br>£    |
|--|-------|----------------------------|--------------------------|-----------------------|-----------------------|
| <b>Income from:</b>                          |       |                            |                          |                       |                       |
| Donations and legacies                       | 2     | 25,054                     | -                        | 25,054                | 30,850                |
| Charitable activities                        | 3     | 1,022,089                  | 660,965                  | 1,683,054             | 1,797,029             |
| Investments                                  | 4     | 9                          | -                        | 9                     | -                     |
| <b>Total income</b>                          |       | <u>1,047,152</u>           | <u>660,965</u>           | <u>1,708,117</u>      | <u>1,827,879</u>      |
| <b>Expenditure on:</b>                       |       |                            |                          |                       |                       |
| Charitable activities                        | 5     | <u>967,740</u>             | <u>1,316,908</u>         | <u>2,284,648</u>      | <u>1,547,120</u>      |
| <b>Total expenditure</b>                     |       | <u>967,740</u>             | <u>1,316,908</u>         | <u>2,284,648</u>      | <u>1,547,120</u>      |
| <b>Net income/(expenditure) for the year</b> | 10    | 79,412                     | (655,943)                | (576,531)             | 280,759               |
| Total funds brought forward                  |       | <u>139,205</u>             | <u>800,393</u>           | <u>939,598</u>        | <u>658,839</u>        |
| <b>Total funds carried forward</b>           |       | <u><u>218,617</u></u>      | <u><u>144,450</u></u>    | <u><u>363,067</u></u> | <u><u>939,598</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 23 to 33 form part of these financial statements.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2021

### Comparative information for the year ended 31 July 2020

|  | Notes | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>2020<br>£ | Total<br>2019<br>£ |
|--|-------|----------------------------|--------------------------|--------------------|--------------------|
| <b>Income from:</b>                          |       |                            |                          |                    |                    |
| Donations and legacies                       | 2     | 30,850                     | -                        | 30,850             | -                  |
| Charitable activities                        | 3     | 1,408,274                  | 388,755                  | 1,797,029          | 2,196,319          |
| <b>Total income</b>                          |       | 1,439,124                  | 388,755                  | 1,827,879          | 2,196,319          |
| <b>Expenditure on:</b>                       |       |                            |                          |                    |                    |
| Charitable activities                        | 4     | 1,412,990                  | 134,130                  | 1,547,120          | 1,637,614          |
| <b>Total expenditure</b>                     |       | 1,412,990                  | 134,130                  | 1,547,120          | 1,637,614          |
| <b>Net income/(expenditure) for the year</b> | 10    | 26,134                     | 254,625                  | 280,759            | 558,705            |
| Total funds brought forward                  |       | 113,071                    | 545,768                  | 658,839            | 100,134            |
| <b>Total funds carried forward</b>           |       | 139,205                    | 800,393                  | 939,598            | 658,839            |

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 23 to 33 form part of these financial statements.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Balance Sheet 31 July 2021

|   | Notes | £                | 2021<br>£      | £                | 2020<br>£      |
|---|-------|------------------|----------------|------------------|----------------|
| <b>Fixed assets</b>                                   |       |                  |                |                  |                |
| Tangible assets                                       | 12    |                  | 212,433        |                  | 803,282        |
| <b>Current assets</b>                                 |       |                  |                |                  |                |
| Debtors   | 13    | 506,885          |                | 479,010          |                |
| Cash at bank  |       | <u>25</u>        |                | <u>14,792</u>    |                |
|   |       | 506,910          |                | 493,802          |                |
| <b>Creditors: Amounts falling due within one year</b> | 14    | <u>(356,276)</u> |                | <u>(357,486)</u> |                |
| <b>Net current assets</b>                             |       |                  | <u>150,634</u> |                  | <u>136,316</u> |
| <b>Total assets less current liabilities</b>          |       |                  | <u>363,067</u> |                  | <u>939,598</u> |
| <b>The funds of the Charity</b>                       |       |                  |                |                  |                |
| Unrestricted  | 16    |                  | 218,617        |                  | 139,205        |
| Restricted  | 17    |                  | <u>144,450</u> |                  | <u>800,393</u> |
| <b>Total funds</b>                                    | 18    |                  | <u>363,067</u> |                  | <u>939,598</u> |

These accounts were approved by the trustees on and authorised for issue on 5 April 2022 and are signed on their behalf by:



Sally-Anne Watkiss

Company Registration Number: 01712569

The notes on pages 23 to 33 form part of these financial statements.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Statement of Cash Flows For the year ended 31 July 2021

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|   |                | 2021            | 2020            |
|---|----------------|-----------------|-----------------|
|   | Note           | £               | £               |
| <b>Cash flow from operating activities</b>                  |                |                 |                 |
|   | 19             | (14,084)        | 84,825          |
| <b>Cashflow from investing activities</b>                   |                |                 |                 |
| Payments to acquire tangible fixed assets                   | (119,044)      | (267,766)       |                 |
| Capital grants received                                     | <u>107,164</u> | <u>267,766</u>  |                 |
|   |                | (11,880)        | -               |
| <b>Net (decrease)/increase in cash and cash equivalents</b> |                | (25,964)        | 84,825          |
| Cash and cash equivalents at 1 August 2020                  |                | <u>14,792</u>   | <u>(70,033)</u> |
| <b>Cash and cash equivalents as at 31 July 2021</b>         |                | <u>(11,172)</u> | <u>14,792</u>   |
| Cash and cash equivalent consists of:                       |                |                 |                 |
| Cash at bank  |                | 25              | 14,792          |
| Bank overdraft  |                | <u>(11,197)</u> | -               |
|   |                | <u>(11,172)</u> | <u>14,792</u>   |

The notes on pages 23 to 33 form part of these financial statements.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Notes to the Financial Statements

Year ended 31 July 2021

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### 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 Financial Statements

Year ended 31 July 2021

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### 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 6.

#### (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              | 20% per annum      |
| Leasehold improvements | 1 -10% 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 Financial Statements

Year ended 31 July 2021

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### 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 Financial Statements Year ended 31 July 2021

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### 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. 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.

| 2. Income from donations and legacies | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>2021<br>£ | Total<br>2020<br>£ |
|---------------------------------------|----------------------------|--------------------------|--------------------|--------------------|
| Donations                             | 2,241                      | -                        | 2,241              | 340                |
| Legacy                                | -                          | -                        | -                  | 10,000             |
| Grants receivable                     | 22,813                     | -                        | 22,813             | 20,510             |
|                                       | <u>25,054</u>              | <u>-</u>                 | <u>25,054</u>      | <u>30,850</u>      |

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Notes to the Financial Statements

Year ended 31 July 2021

| 3. Income from charitable activities   | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>2021<br>£ | Total<br>2020<br>£ |
|--|----------------------------|--------------------------|--------------------|--------------------|
| Liverpool City Region Combined Authority   | 504,086                    | -                        | 504,086            | 733,501            |
| ESFA - Advanced Learner Loan   | 53,938                     | -                        | 53,938             | 98,770             |
| Liverpool City Region Combined Authority - Pilot Project                               | 88,949                     | -                        | 88,949             | 145,740            |
| ESFA - Learning Loan Bursary   | 150                        | -                        | 150                | 8,250              |
| ESFA - 16-19 Programme Funding   | 107,328                    | -                        | 107,328            | 114,403            |
| SSE North West Sub Grant Year 8  | -                          | 7,030                    | 7,030              | 34,813             |
| SEE North West Sub Grant Year 9  | -                          | 23,413                   | 23,413             | 18,310             |
| SEE North West Sub Grant Year 10   | -                          | 14,941                   | 14,941             | -                  |
| SSE various  | --                         | 2,000                    | 2,000              | 8,050              |
| SSE Co-op Foundation   | 18,431                     | -                        | 18,431             | 17,808             |
| SSE NAMA   | -                          | -                        | -                  | 11,719             |
| Our Bright Futures - Bee You Revenue   | 160,570                    | -                        | 160,570            | 203,908            |
| Our Bright Futures - Bee You Capital   | 10,119                     | -                        | 10,119             | 10,081             |
| FE Course fees   | 8,277                      | -                        | 8,277              | 13,699             |
| SSE North West Sub Grant Power to Change Reach Fund                                    | -                          | 69,334                   | 69,334             | 78,627             |
| Less: Deferred income  | -                          | -                        | -                  | (127,208)          |
| Other income   | 50,702                     | -                        | 50,702             | 4,776              |
| Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment) | -                          | 107,164                  | 107,164            | 43,836             |
| Liverpool City Council – Falkner Street  | -                          | -                        | -                  | 223,930            |
| Merseyside Police & Crime Commissioner & Community Foundations                         | -                          | 17,620                   | 17,620             | 15,240             |
| The National Lottery Community Fund – Coronavirus Community Support Fund               | -                          | 65,963                   | 65,963             | 94,233             |
| Steve Morgan Foundation  | -                          | 226,833                  | 226,833            | 29,593             |
| Steve Morgan Foundation – emergency covid  | 10,000                     | -                        | 10,000             | -                  |
| Liverpool City Region Combined Authority – EAS (LSF/ALS)                               | -                          | 23,667                   | 23,667             | -                  |
| Smallwood Trust  | 7,500                      | -                        | 7,500              | -                  |
| Barclays 100 x 100 fund  | -                          | 100,000                  | 100,000            | -                  |
| Liverpool City Region Combined Authority – CSF Wellbeing                               | -                          | 3,000                    | 3,000              | -                  |
| ESFA – AEB Further Education 19+ funding   | 625                        | -                        | 625                | -                  |
| ESFA – 16-19 Bursary   | 1,414                      | -                        | 1,414              | -                  |
|  | <u>1,022,089</u>           | <u>660,965</u>           | <u>1,683,054</u>   | <u>1,797,029</u>   |

£388,755 of the above income in 2020 was attributable to restricted funds and £1,408,274 of the above income in 2020 was attributable to unrestricted funds.

| 4. Income from investments | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total<br>2021<br>£ | Total<br>2020<br>£ |
|----------------------------|----------------------------|--------------------------|--------------------|--------------------|
| Interest – deposits        | 9                          | -                        | 9                  | -                  |
|                            | <u>9</u>                   | <u>-</u>                 | <u>9</u>           | <u>-</u>           |

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Notes to the Financial Statements

Year ended 31 July 2021

| 5. Analysis of expenditure on charitable activities | Activities undertaken directly<br>£ | Support costs<br>£ | Total 2021<br>£ | Total 2020<br>£ |
|---|-------------------------------------|--------------------|-----------------|-----------------|
| College   | 1,188,875                           | 1,095,773          | 2,284,648       | 1,547,120       |

£1,316,908 (2020 £134,130) of the above costs were attributable to restricted funds and £967,740 (2020 £1,412,990) of the above costs were attributable to unrestricted funds.

| 6. Allocation of support costs | 2021<br>£        | 2020<br>£      |
|--------------------------------|------------------|----------------|
| Management salaries            | 264,408          | 176,946        |
| Premises costs                 | 10,227           | 183,743        |
| Office costs                   | 27,760           | 27,679         |
| Depreciation and impairment    | 709,892          | 13,252         |
| Professional                   | 76,480           | 44,820         |
| Other                          | 3,468            | 10,169         |
| Governance (see note 7)        | 3,538            | 8,434          |
|                                | <u>1,095,773</u> | <u>465,043</u> |

| 7. Governance costs        | Unrestricted<br>£ | Restricted<br>£ | 2021<br>£ | 2020<br>£ |
|----------------------------|-------------------|-----------------|-----------|-----------|
| Audit and accountancy fees | 3,538             | -               | 3,538     | 8,434     |

| 8. Staff costs and numbers               | 2021<br>£        | 2020<br>£      |
|--|------------------|----------------|
| <b>The aggregate payroll costs were:</b> |                  |                |
| Wages and salaries                       | 915,182          | 818,364        |
| Social security costs                    | 74,559           | 63,423         |
| Other pension costs                      | 22,175           | 24,628         |
|  | <u>1,011,916</u> | <u>906,415</u> |
| Staff recharges                          | 29,174           | 15,730         |
| Subcontracted staff                      | 164,243          | 34,094         |
|  | <u>1,205,333</u> | <u>956,239</u> |

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 | 18        | 15        |
| Number of part-time tutors     | 13        | 18        |
| Number of tutors               | 9         | 9         |
|                                | <u>41</u> | <u>43</u> |

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Notes to the Financial Statements Year ended 31 July 2021

|   |  |                   |                   |
|---|--|-------------------|-------------------|
| <b>8. Staff costs and numbers (continued)</b> |  | <b>2021</b>       | <b>2020</b>       |
|   |  | <b>No</b>         | <b>No</b>         |
|   | 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  | 1                 | 1                 |
|   |  | <u>          </u> | <u>          </u> |

### 9. Trustees' and key management personnel remuneration and expenses

No remuneration was paid to the trustees during the year for their services as trustees (2020 £Nil) nor were any expenses reimbursed (2020 £Nil).

The total amount of employee remuneration received by key management personnel is £227,229 (2020 £171,710).

The charity considers its key management personnel to comprise the Chief Executive, Director of Education, Director of Digital and Entrepreneurship and the Financial Controller (2021 only).

|                                    |                                       |                   |                   |
|------------------------------------|---------------------------------------|-------------------|-------------------|
| <b>10. Net income for the year</b> |                                       | <b>2021</b>       | <b>2020</b>       |
|                                    |                                       | <b>£</b>          | <b>£</b>          |
|                                    | <b>This is stated after charging:</b> |                   |                   |
|                                    | Staff pension contributions           | 22,175            | 24,628            |
|                                    | Depreciation and impairment           | 709,892           | 13,252            |
|                                    | Auditors' remuneration:               |                   |                   |
|                                    | - as auditors                         | 3,538             | 8,434             |
|                                    |                                       | <u>          </u> | <u>          </u> |

### 11. Taxation

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

|                                  |                                    |                     |                   |                   |                       |                   |
|----------------------------------|------------------------------------|---------------------|-------------------|-------------------|-----------------------|-------------------|
| <b>12. Tangible fixed assets</b> |                                    | <b>Leasehold</b>    |                   | <b>Computer</b>   | <b>Fixtures &amp;</b> |                   |
|                                  |                                    | <b>Improvements</b> | <b>Equipment</b>  | <b>Equipment</b>  | <b>Fittings</b>       | <b>Total</b>      |
|                                  |                                    | <b>£</b>            | <b>£</b>          | <b>£</b>          | <b>£</b>              | <b>£</b>          |
|                                  | <b>Cost</b>                        |                     |                   |                   |                       |                   |
|                                  | At 1 August 2020                   | 642,802             | 5,740             | 182,629           | 31,858                | 863,029           |
|                                  | Additions                          | -                   | -                 | 11,880            | 107,164               | 119,044           |
|                                  |                                    | <u>          </u>   | <u>          </u> | <u>          </u> | <u>          </u>     | <u>          </u> |
|                                  | At 31 July 2021                    | 642,802             | 5,740             | 194,509           | 139,022               | 982,072           |
|                                  |                                    | <u>          </u>   | <u>          </u> | <u>          </u> | <u>          </u>     | <u>          </u> |
|                                  | <b>Depreciation and impairment</b> |                     |                   |                   |                       |                   |
|                                  | At 1 August 2020                   | -                   | 5,740             | 27,189            | 26,818                | 59,747            |
|                                  | Charge for the year                | -                   | -                 | 12,694            | 560                   | 13,254            |
|                                  | Impairment                         | 642,802             | -                 | 43,836            | 10,000                | 696,638           |
|                                  |                                    | <u>          </u>   | <u>          </u> | <u>          </u> | <u>          </u>     | <u>          </u> |
|                                  | At 31 July 2021                    | 642,802             | 5,740             | 83,719            | 37,378                | 769,639           |
|                                  |                                    | <u>          </u>   | <u>          </u> | <u>          </u> | <u>          </u>     | <u>          </u> |
|                                  | <b>Net book value</b>              |                     |                   |                   |                       |                   |
|                                  | At 31 July 2021                    | -                   | -                 | 110,790           | 101,644               | 212,433           |
|                                  |                                    | <u>          </u>   | <u>          </u> | <u>          </u> | <u>          </u>     | <u>          </u> |
|                                  | At 31 July 2020                    | 642,802             | -                 | 155,440           | 5,040                 | 803,282           |
|                                  |                                    | <u>          </u>   | <u>          </u> | <u>          </u> | <u>          </u>     | <u>          </u> |

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Notes to the Financial Statements Year ended 31 July 2021

| 13. Debtors       | 2021<br>£      | 2020<br>£      |
|-------------------|----------------|----------------|
| Grants receivable | 100,939        | 133,894        |
| Trade debtors     | 48,628         | 46,156         |
| Other debtors     | 312,215        | 272,763        |
| Prepayments       | 45,103         | 26,197         |
|                   | <u>506,885</u> | <u>479,010</u> |

Other debtors includes a loan to Blackburne House of £58,710 (2020 £58,710) which is to be repaid as agreed by the trustees.

| 14. Creditors: Amounts falling due within one year | 2021<br>£      | 2020<br>£      |
|--|----------------|----------------|
| Bank overdraft                                     | 11,197         | -              |
| Trade creditors                                    | 51,406         | 57,164         |
| Other creditors                                    | 74,364         | 92,845         |
| Social security and other taxes                    | 73,169         | 69,268         |
| Deferred income                                    | 136,868        | 127,207        |
| Accruals   | 9,272          | 11,002         |
|  | <u>356,276</u> | <u>357,486</u> |

| 15. Commitments under operating leases  | Assets other than land and buildings |              |
|---|--------------------------------------|--------------|
|   | 2021<br>£                            | 2020<br>£    |
| At 31 July 2021 the charity had future total commitments under non-cancellable operating leases as follows: |                                      |              |
| Within one year   | 12,919                               | 4,852        |
| Between two and five years  | 41,130                               | -            |
|   | <u>54,049</u>                        | <u>4,852</u> |

| 16. Unrestricted funds | As at<br>1 August 2020<br>£ | Income<br>£      | Expenditure<br>£ | As at<br>31 July 2021<br>£ |
|------------------------|-----------------------------|------------------|------------------|----------------------------|
| General fund           | 139,205                     | 1,047,152        | (967,740)        | 218,617                    |
|                        | <u>139,205</u>              | <u>1,047,152</u> | <u>(967,740)</u> | <u>218,617</u>             |

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

|              | As at<br>1 August 2019<br>£ | Income<br>£      | Expenditure<br>£   | As at<br>31 July 2020<br>£ |
|--------------|-----------------------------|------------------|--------------------|----------------------------|
| 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>             |

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Notes to the Financial Statements

Year ended 31 July 2021

| 17. Restricted funds  | As At<br>1 August<br>2020<br>£ | Income<br>£    | Expenditure<br>£   | As at<br>31 July<br>2021<br>£ |
|---|--------------------------------|----------------|--------------------|-------------------------------|
| SSE North West Sub Grant - year 8   | -                              | 7,030          | (7,030)            | -                             |
| SSE North West Sub Grant - year 9   | -                              | 23,413         | (23,413)           | -                             |
| SSE North West Sub Grant - year 10  | -                              | 14,941         | (14,941)           | -                             |
| SSE various   | -                              | 2,000          | (2,000)            | -                             |
| Liverpool City Region Combined<br>Authority – EAS (LSF/ALS)                               | -                              | 23,667         | (23,667)           | -                             |
| PCC Wellness funding  | -                              | 17,620         | (17,620)           | -                             |
| Barclays 100 x 100 fund   | -                              | 100,000        | (100,000)          | -                             |
| Liverpool City Region Combined<br>Authority – CSF Wellbeing                               | -                              | 3,000          | (3,000)            | -                             |
| SSE North West Sub Grant Power to<br>Change   | -                              | 69,334         | (69,334)           | -                             |
| Steve Morgan Foundation   | -                              | 226,833        | (226,833)          | -                             |
| National Lottery Community Fund   | -                              | 65,963         | (65,963)           | -                             |
| Liverpool City Region Combined Authority - Single<br>Investment Fund (Capital Investment) | 157,591                        | 107,164        | (120,305)          | 144,450                       |
| Liverpool City Council – Falkner Street   | 642,802                        | -              | (642,802)          | -                             |
|   | <u>800,393</u>                 | <u>660,965</u> | <u>(1,316,908)</u> | <u>144,450</u>                |

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

|   | As At<br>1 August<br>2019<br>£ | Income<br>£    | Expenditure<br>£ | As at<br>31 July<br>2020<br>£ |
|---|--------------------------------|----------------|------------------|-------------------------------|
| 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<br>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>                |

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Notes to the Financial Statements

Year ended 31 July 2021

### 18. Analysis of net assets between funds

|                    | Tangible<br>Fixed Assets<br>£ | Net Current<br>Assets<br>£ | Total<br>£     |
|--------------------|-------------------------------|----------------------------|----------------|
| Unrestricted funds | 67,983                        | 150,634                    | 218,617        |
| Restricted funds   | 144,450                       | -                          | 144,450        |
|                    | <u>212,433</u>                | <u>150,634</u>             | <u>363,067</u> |

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

|                    | Tangible<br>Fixed Assets<br>£ | Net Current<br>Assets<br>£ | Total<br>£     |
|--------------------|-------------------------------|----------------------------|----------------|
| 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> |

### 19. Reconciliation of net income/(expenditure) to net cash flow from operating activities

|  | 2021<br>£       | 2020<br>£      |
|--|-----------------|----------------|
| Net income for the year/(expenditure)                | (576,530)       | 280,759        |
| Capital grant  | (107,164)       | (267,766)      |
| Depreciation and impairment of tangible fixed assets | 709,892         | 13,252         |
| (Increase) in debtors                                | (27,875)        | (50,666)       |
| Increase / (decrease) in creditors                   | <u>(12,407)</u> | <u>109,246</u> |
| Net cash flow from operating activities              | <u>(14,084)</u> | <u>84,825</u>  |

### 20. 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 £21,788 (2020 £163,433), childcare of £703 (2020 £6,555) and other administration, project and secondment costs totalling £188,429 (2020 £140,575). During the year Women's Technology Training charged Blackburne House £Nil (2020 £988) for administration costs.

All charges include VAT where applicable.

At the year-end Women's Technology Training was owed £253,504 by Blackburne House (2020 £214,052).

Also included in debtors is a loan to Blackburne House of £58,710 (2020 £58,710) which is due to be repaid as agreed by the trustees.

# WOMEN'S TECHNOLOGY TRAINING LIMITED

## Notes to the Financial Statements

Year ended 31 July 2021

### 21. 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 charge represents contributions paid by the charity to the defined contribution scheme which amounted to £22,175 (2020 £24,628).

| 22. Deferred income        | Under 1 year<br>£ | 2021<br>£        | 2020<br>£      |
|----------------------------|-------------------|------------------|----------------|
| At 1 August 2020           | 127,208           | 127,208          | -              |
| Additions                  | 121,093           | 121,093          | 127,208        |
| Amounts released to income | <u>(117,716)</u>  | <u>(117,716)</u> | <u>-</u>       |
| At 31 July 2021            | <u>130,585</u>    | <u>130,585</u>   | <u>127,208</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 has not yet been undertaken.

| 23. Accrued funding commitments | Under 1 year<br>£ | 2021<br>£        | 2020<br>£        |
|---------------------------------|-------------------|------------------|------------------|
| At 1 August 2020                | 133,894           | 133,894          | 120,526          |
| Additions                       | 81,204            | 81,204           | 114,159          |
| Amounts paid during the year    | <u>(114,159)</u>  | <u>(114,159)</u> | <u>(100,791)</u> |
| At 31 July 2021                 | <u>100,939</u>    | <u>100,939</u>   | <u>133,894</u>   |

Accrued funding commitments attributed to restricted funds is £19,735 (2020 £19,735) and £81,204 (2020 £114,159) was attributed to unrestricted funds.

### 24. 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.

### 25. Capital commitments

There were no capital commitments as at 31 July 2021 (2020 £Nil).

### 26. Analysis of changes in net debt

The charity had no debt during the year.