

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

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended
31 July 2023

Company Registration Number 01712569
Charity Number 514972

WOMEN'S TECHNOLOGY TRAINING LIMITED

Financial Statements Year ended 31 July 2023

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Members of the Board and Professional Advisors Year ended 31 July 2023

Registered Charity name	Women's Technology Training Limited
Company number	01712569
Charity number	514972
The Board of Trustees	Liz Cross (Chair) Sally-Anne Watkiss Annette Hennessy Kate Fox (Resigned 29/09/2022) Claire Dixon Nina Roberts Jayne Worthington Humaira Khan Ngunan Adamu (Appointed 23/02/23) Lynda Brady (Appointed 23/02/23)
Company secretary	Jennifer Lawson
Chief executive	Anne McColl (resigned 05/12/22) Andrea Rushton (appointed Interim CEO 01/12/22) Andrea Rushton (appointed CEO 08/03/23)
Registered office	Blackburne House Blackburne Place Off Hope Street Liverpool L8 7PE
Statutory Auditor	Mitchell Charlesworth (Audit) Limited Accountants Registered Auditor 5 Temple Square Temple Street Liverpool L2 5RH
Bankers	National Westminster Bank Plc 5 Oxford Street Liverpool L7 7HL
Solicitors	MSB Solicitors Ltd Silkhouse Court Tithebarn Street Liverpool L2 2LZ

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report Year ended 31 July 2023

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 2023. 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)	Jayne Worthington
Kate Fox (resigned 29/09/22)	Ngunan Adamu (Appointed 23/02/23)
Sally-Anne Watkiss	Lynda Brady (Appointed 23/02/23)
Nina Roberts	
Annette Hennessy	
Humaira Khan	
Claire Dixon	

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 in line with the Equalities Act 2010.

It is a priority of the organisation that access to our services is not restricted and based on eligibility guidelines from our devolved Adult Education Budget allows learners that access. Additionally, the Discretionary Learner Support Fund provided by The Liverpool City Region Combined Authority for learners enables us to assist those to meet the costs of childcare, travel, learner and learning support. 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 2023

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 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 several 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 instil 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 2023

Activities, achievements and performance

From 2019/20 academic year the Government devolved the Adult Education Budget (AEB) in Liverpool City Region to the Combined Authority (LCRCA). We successfully tendered for the second term and gained a further five-year education contract via LCRCA in 2021 with commencement in 2022, with the potential value of £3.8m over the five years. We continue to develop and expand curriculum, training methods and our project portfolio in line with the needs of students, employers, government initiatives and local Industry growth agendas.

Our School for Social Entrepreneurs continues to be highly successful in delivering programs 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.

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 2022/23 we had 528 learners and 1,411 enrolments, of which 502 were adult learners representing 1,009 course enrolments, into Blackburne House Education.

Of the 502 adult Learners

- 78.6% (415) of learners (2022 - 81.9%) are from high deprivation areas with an IMD in the most deprived 30% nationally; of the 415 adult learners from deprived post codes 322 (61.6%) are from postcodes ranked in IMD 1 which is the top 10% most deprived in England (2022 - 66.6%).
- 499 (99.4%) of the adult learners are women and 265 (53.1%) of these women (2022 - 52.6%) are from non-white ethnic groups (Black, Asian, Mixed, Other).
- 120 (23.9%) of our adult learners declared learning difficulties or disabilities (2022 - 26.3%).

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 2023

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 programs. Our learners can choose to enroll on a range of programs, 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's 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 programs enabling the transformation of lives. During this academic year, recognising mental health impacts on our learners, we worked with funders to grow this portfolio, targeted to support our learners and local women, specifically BAME women.

For the 2022/23 academic year we continued to implement a full-time delivery program, mapped against local needs.

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 agrees 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. Programs 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 pre-entry level through to higher level qualifications.

We are committed to safeguarding and promoting the welfare of our students and expect all our staff, trustees, and volunteers to share this commitment. Safeguarding of children, young people and vulnerable adults continues 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 Counterterrorism 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 Safeguarding Lead.

Our quality of education for 2022/23 reflects the difficulties experienced within the changing leadership of the education area and how hard women have been affected from Covid and its lasting effects. However, even with this, the achievement rate of 76.2% was a slight increase from 72.6% in 2021/22 and still remains below the national average benchmark of 86%. Increasing numbers of learners were completing their qualifications, showing significant improvement in most success rates following a downturn during Covid restrictions. Although as stated still slightly below national average, most subject areas have seen improvements in outcomes, particularly within Health and Social care and Prep for Work. In some areas, ICT, Arts and Media, Language and Literature and Business Admin, improvements were however less secure, and in some instances declined.

Additional senior leadership will now be in place by the start of the 22/23 academic year to further improve success rates for learners.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

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 its programs. 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 Northwest (SSE NW)

Blackburne House Education continues to work in partnership with The School for Social Entrepreneurs to deliver capacity building programmes for socially trading organisations from across the Northwest.

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 SSE NW programmes help individuals start, sustain, and scale social enterprises, charities, and community projects. We help individuals build confidence, leadership, and business skills.

This year SSE launched their new 'Igniting the Social Economy 2022 to 2025' strategy. As a partner, we are working to fulfil this strategy which aims to:

- Ignite entrepreneurship communities.
- Accelerate social innovation.
- Harness networks and insights.

Lloyds Bank Social Entrepreneurship Programme (LBSEP)

This flagship programme ran from 2012 to 2022, supporting a total of 2467 social entrepreneurs from across the country; 400 of whom were supported by SSE Northwest. We delivered 11 start up programmes, 3 Trade Up program and 3 scale up programmes. The evaluation report for Phase 1 (2012 to 2017) is available on the SSE website with SSE Northwest currently contributing to the development of the Phase 2 evaluation (2017 to 2022)

Power to Change Community Business Trade Up Programme

The Power to Change Community Business Trade Up Programme supports Community Business Leaders to develop the skills and confidence needed to increase their organisation's social impact and traded income. SSE Northwest have supported 22 Community Businesses via years 6 and 7 of the programme which also provides Match Trading Grants of up to £5000.

SSE Fellowship

The SSE Fellowship is a community of Social Entrepreneurs and Community Business Leaders who have all graduated from SSE programmes. The Fellowship offers funding, events, and support to help SSE Fellows to continue to grow the impact of their organizations as well as connect with others in the community. This is made possible by Social Partners, a community of people with extensive business experience who donate both time and money to support SSE Fellows. This year 48 Social Entrepreneurs and Community Business Leaders graduated from SSE NW programmes and therefore joined the global fellowship.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

The Year Ahead

Blackburne House will seek to strengthen the partnership with SSE and will support SSE Northwest to cultivate local partnerships with the view to delivering programmes that ignite entrepreneurship in communities.

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 Executive Leadership 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.

In addition to our Adult Education contracts, we once again secured pilot programs through LCRCA to deliver pre-access level education to support learners engaged at pre-entry level. This involved pre-access Pilots in ESOL, Innovation and Maths & English, targeted to improve pathways into education and outcomes. Throughout the year we continued to deliver against our 16-19 provision and were only slightly below the contract value with a small variance.

We continue to successfully deliver Mindfulness and Counselling sessions to our learners and women in the 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 and commissioning to continue delivery of counselling and wellness interventions as well as expanding into the delivery of support for long Covid and menopause programs.

Our plans for the future

Our Education contract concluded the fourth year of devolution through Liverpool City Region Combined Authority during 2021/22 and we tendered and were successful in gaining a further five years of AEB funds to begin in 22/23 academic year. We have also for the first time in many years gained AEB in-year growth due to increasing enrolments and increased achievement rates. We will 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, Safeguarding and Prevent by providing our students with training across all programs.

To remove barriers to education and support the women in our community, we have strengthened our Wellness and Counselling services and have secured additional funding to continue delivery into 2022/23. 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 programs which increases life chances and financial independence.

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 2023/24 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.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

Our plans for the future [Continued]

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 £160,000 (2022 £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 £246,597 (2022 £191,355) 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 Executive Leadership 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 Executive Leadership Team regularly reviews the risks and takes any action identified, with strategic oversight from the Finance, Audit and Risk Committee.

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.

Environmental policy

The Board of Trustees and Executive Leadership 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.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

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 the 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, Audit & Risk. Task Force Committees are temporary committees created to focus on particular areas from time to time, for example, 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 Rushton	-	Chief Executive
L Mairah	-	Director of Business Development & Communications
A McKenna	-	Head of Education

Trustee appointment, induction and training

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

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

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

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

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.

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.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2023

Auditors

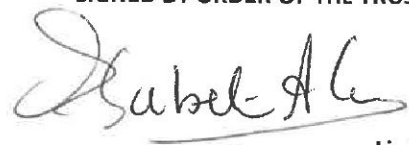
A resolution for the re-appointment of Mitchell Charlesworth (Audit) Limited will be proposed at the forthcoming Annual General Meeting.

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



Liz Cross
CHAIR OF THE BOARD OF TRUSTEES

Approved by the trustees on 25 March 2024

Mitchell Charlesworth (Audit) Limited

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 2023

Opinion

We have audited the financial statements of Women's Technology Training Limited (the 'charitable company') for the year ended 31 July 2023 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 2023 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 (Audit) Limited

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 2023 [Continued]

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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Mitchell Charlesworth (Audit) Limited

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 2023 [Continued]

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on page 11, 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

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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 (Audit) Limited

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 2023 [Continued]

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;
- 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) 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 (Audit) Limited

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 2023 [Continued]

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 trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Philip Griffiths
Senior Statutory Auditor

25 March 2024

On behalf of Mitchell Charlesworth (Audit) Limited
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 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Income from:					
Donations and legacies	2	-	-	-	11,609
Charitable activities	3	766,258	347,809	1,114,067	1,248,653
Total income		<u>766,258</u>	<u>347,809</u>	<u>1,114,067</u>	<u>1,260,262</u>
Expenditure on:					
Charitable activities	4	641,852	435,257	1,077,109	1,243,585
Total expenditure		<u>641,852</u>	<u>435,257</u>	<u>1,077,109</u>	<u>1,243,585</u>
Net income/(expenditure) for the year	9	124,406	(87,448)	36,958	16,677
Total funds brought forward		<u>292,296</u>	<u>87,448</u>	<u>379,744</u>	<u>363,067</u>
Total funds carried forward		<u>416,702</u>	<u>-</u>	<u>416,702</u>	<u>379,744</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 22 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 2023

Comparative information for the year ended 31 July 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income from:					
Donations and legacies	2	11,609	-	11,609	25,054
Charitable activities	3	835,712	412,941	1,248,653	1,683,054
Investments		-	-	-	9
Total income		847,321	412,941	1,260,262	1,708,117
Expenditure on:					
Charitable activities	4	773,642	469,943	1,243,585	2,284,648
Total expenditure		773,642	469,943	1,243,585	2,284,648
Net income/(expenditure) for the year	9	73,679	(57,002)	16,677	(576,531)
Total funds brought forward		218,617	144,450	363,067	939,598
Total funds carried forward		292,296	87,448	379,744	363,067

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.

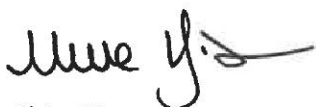
The notes on pages 22 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Balance Sheet 31 July 2023

	Notes	£	2023 £	£	2022 £
Fixed assets					
Tangible assets	11		170,105		188,389
Current assets					
Debtors	12	523,980		404,214	
Cash at bank		25		25	
		524,005		404,239	
Creditors: Amounts falling due within one year	13	(226,075)		(212,884)	
Net current assets			297,930		191,355
Total assets less current liabilities			468,035		379,744
Creditors: Amounts falling due after more than one year	14		(51,333)		-
Net current assets			416,702		379,744
The funds of the Charity					
Unrestricted	16		416,702		292,296
Restricted	17		-		87,448
Total funds	18		416,702		379,744

These financial statements were approved by the trustees and authorised for issue on 25 March 2024 and are signed on their behalf by:



Claire Dixon

Company Registration Number: 01712569

The notes on pages 22 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Cash Flows For the year ended 31 July 2023

	Note	2023		2022	
		£	£	£	£
Cash flow from operating activities	19		(45,732)		(39,599)
Cashflow from investing activities					
Payments to acquire tangible fixed assets		(6,724)		-	
Net cash flow from investing activities			(6,724)		(39,599)
Cash flow from financing activities					
New borrowings		77,000		-	
Net cash flow from financing activities			77,000		-
Net (decrease)/increase in cash and cash equivalents			24,544		(39,599)
Cash and cash equivalents at 1 August 2022			(50,771)		(11,172)
Cash and cash equivalents as at 31 July 2023			(26,227)		(50,771)
Cash and cash equivalent consists of:					
Cash at bank			25		25
Bank overdraft			(26,252)		(50,796)
			(26,227)		(50,771)

The notes on pages 22 to 33 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements Year ended 31 July 2023

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 2 of these financial statements. The nature of the charity's operations and principal activities are set out in the Trustees' Report on page 3.

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 financial statements 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 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 costs 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 [Continued]
Year ended 31 July 2023

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 5.

(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 [Continued]
Year ended 31 July 2023

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 [Continued]
Year ended 31 July 2023

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. 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 Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Donations	-	-	-	5,000
Grants receivable	-	-	-	6,609
	-	-	-	11,609

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements (Continued) Year ended 31 July 2023

3. Income from charitable activities	Unrestricted Funds £	Restricted Funds £	Total 2023 £	Total 2022 £
Liverpool City Region Combined Authority - AEB	574,831	-	574,831	505,079
Liverpool City Region Combined Authority - Pilot Project	98,500	-	98,500	161,235
Liverpool City Region Combined Authority - L3 Lifetime Skills	-	57,295	57,295	7,269
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	90,453	90,453	85,216
LCRCA - AEB	-	-	-	2,689
ESFA - Advanced Learner Loan	15,820	-	15,820	39,052
ESFA - Learning Loan Bursary	300	-	300	6,300
ESFA - 16-19 Programme Funding	62,559	-	62,559	47,132
ESFA - AEB Further Education 19+ funding	2,009	-	2,009	(4,076)
ESFA - 16-19 bursary	-	9,542	9,542	786
ESFA Learning support funding	-	-	-	(460)
SSE North West Sub Grant Year 3 clawback	-	-	-	(19,734)
SEE North West Sub Grant Year 9	-	-	-	6,103
SEE North West Sub Grant Year 10	-	12,006	12,006	47,759
SSE various	-	-	-	2,000
SSE Co-op Foundation	-	-	-	12,308
SSE Wigan Place based programme	-	(11,925)	(11,925)	28,583
SSE North West Sub Grant Power to Change	-	-	-	26,471
SSE Allen & Overy Foundation	-	4,167	4,167	-
Peer to Peer funding	-	-	-	10,500
Power to Change Yr 1 2022	-	31,922	31,922	6,663
The National Lottery Community Fund	-	122,280	122,280	-
The National Lottery Community Fund - Coronavirus Community Support Fund	-	-	-	48,706
Steve Morgan Foundation	-	20,621	20,621	123,727
Smallwood Trust	3,024	-	3,024	4,174
Kickstarter - The Learning Foundry	-	5,344	5,344	27,011
Wellness Project Fund	-	1,145	1,145	-
Northern Impact Fund	-	4,959	4,959	-
Our Bright Futures - Bee You Revenue	-	-	-	44,027
Our Bright Futures - Bee You Capital	-	-	-	8,926
FE Course fees	9,215	-	9,215	7,070
Hope University PGDE in FE	-	-	-	810
Other income	-	-	-	13,327
	<u>766,258</u>	<u>347,809</u>	<u>1,114,067</u>	<u>1,248,653</u>

£412,941 of the above income in 2022 was attributable to restricted funds and £835,712 of the above income in 2022 was attributable to unrestricted funds.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2023

4. Analysis of expenditure on charitable activities	Activities undertaken directly £	Support costs £	Total 2023 £	Total 2022 £
College	583,186	493,923	1,077,109	1,243,585

£435,257 (2022 £469,943) of the above costs were attributable to restricted funds and £641,852 (2022 £773,642) of the above costs were attributable to unrestricted funds.

5. Allocation of support costs	2023 £	2022 £
Management salaries	296,421	318,381
Premises costs	91,246	765
Office costs	43,137	10,169
Depreciation and impairment	25,008	24,045
Professional	38,064	38,126
Other	(10,410)	4,766
Governance (see note 6)	10,457	9,448
	493,923	405,700

6. Governance costs	Unrestricted £	Restricted £	2023 £	2022 £
Audit and accountancy fees	10,457	-	10,457	9,448

7. Staff costs and numbers	2023 £	2022 £
The aggregate payroll costs were:		
Wages and salaries	646,209	665,304
Social security costs	55,455	65,766
Other pension costs	16,752	20,196
	718,416	751,266
Staff recharges	10,653	67,606
Subcontracted staff	38,847	55,296
Total	767,916	874,168

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2023

7. Staff costs and numbers [Continued]	2023	2022
	No	No
The average number of staff employed by the Charity during the year amounted to:		
Number of administrative staff	17	21
Number of part-time tutors	14	12
Number of tutors	1	8
	<u>32</u>	<u>41</u>
The number of employees, included in the above, whose emoluments, excluding pension contributions, fell within the following ranges, were:	2023	2022
	No	No
£70,001 - £80,000	-	1
	<u>-</u>	<u>1</u>

8. Trustees' and key management personnel remuneration and expenses

No remuneration was paid to the trustees during the year for their services as trustees (2022 £Nil) nor were any expenses reimbursed (2022 £Nil).

The total amount of employee remuneration received by key management personnel is £116,880 (2022 £184,788).

The charity considers its key management personnel to comprise the Chief Executive, Head of Education and the Director of Business Development and Communications. Women's Technology Training Limited has a shared resource in the CEO role with its sister company, Blackburne House. Blackburne House recharge a portion of the costs associated with the CEO to Women's Technology Training Limited each year, in connection with this resource.

9. Net income for the year	2023	2022
	£	£
This is stated after charging:		
Staff pension contributions	16,752	20,196
Depreciation and impairment	25,008	24,045
Auditors' remuneration:		
- as auditors	10,457	9,448
	<u>42,217</u>	<u>53,689</u>

10. Taxation

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

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2023

11. Tangible fixed assets	Equipment £	Computer Equipment £	Fixtures & Fittings £	Total £
Cost				
At 1 August 2022	5,740	150,673	129,022	285,435
Additions	-	6,724	-	6,724
At 31 July 2023	5,740	157,397	129,022	292,159
Depreciation and impairment				
At 1 August 2022	5,740	53,652	37,654	97,046
Charge for the year	-	16,604	8,404	25,008
At 31 July 2023	5,740	70,256	46,058	122,054
Net book value				
At 31 July 2023	-	87,141	82,964	170,105
At 31 July 2022	-	97,021	91,368	188,389

12. Debtors	2023 £	2022 £
Grants receivable	94,810	75,878
Trade debtors	13,014	17,357
Other debtors	385,820	294,788
Prepayments	30,336	16,191
	523,980	404,214

Other debtors includes a loan to Blackburne House of £384,431 (2022 £nil) which is to be repaid after more than one year.

13. Creditors: Amounts falling due within one year	2023 £	2022 £
Bank overdraft	26,252	50,796
Northern Impact Fund 2 loan	25,667	-
Trade creditors	51,697	45,207
Other creditors	1,480	5,291
Social security and other taxes	15,468	48,550
Deferred income	96,951	47,053
Accruals	8,560	15,987
	226,075	212,884

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued] Year ended 31 July 2023

14. Creditors: Amounts falling due more than one year	2023	2022
	£	£
Northern Impact Fund 2 loan	51,333	-
	<u> </u>	<u> </u>

On the 31 July 2023 a Northern Impact Fund 2 loan of £77,000 was received which is repayable in monthly instalments over 3 years at a rate of interest of 12.54%. In tandem with the loan, a Northern Impact Fund 2 grant of £23,000 was received, £18,041 of which has been deferred to future periods in accordance with the grant terms.

Loans and overdrafts

Creditors include loans which are due to be repaid as follows:	2023	2022
	£	£
Amounts payable:		
In one year or less or on demand	25,667	-
In more than one year but no more than two years	51,333	-
	<u> </u>	<u> </u>
	77,000	-
	<u> </u>	<u> </u>

15. Commitments under operating leases	Assets other than land and buildings	
	2023	2022
	£	£
At 31 July 2023 the charity had future total commitments under non-cancellable operating leases as follows:		
Within one year	13,706	13,307
Between two and five years	14,117	27,823
	<u> </u>	<u> </u>
	27,823	41,130
	<u> </u>	<u> </u>

16. Unrestricted funds	As at			As at
	1 August	Income	Expenditure	31 July
	2022			2023
	£	£	£	£
General fund	292,296	766,258	(641,852)	416,702
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

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

	As at			As at
	1 August	Income	Expenditure	31 July
	2021			2022
	£	£	£	£
General fund	218,617	847,321	(773,642)	292,296
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2023

17. Restricted funds	As At 1 August 2022 £	Income £	Expenditure £	As at 31 July 2023 £
SSE North West Sub Grant - year 10	-	12,006	(12,006)	-
SSE North West Sub Grant Power to Change	-	31,922	(31,922)	-
SSE Wigan Place based programme	-	(11,925)	11,925	-
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	57,295	(57,295)	-
LCRCA Lifetime Skills	-	90,453	(90,453)	-
ESFA 16-19 Bursary	-	9,542	(9,542)	-
Steve Morgan Foundation	-	20,621	(20,621)	--
National Lottery Community Fund	-	122,280	(122,280)	-
Northern Impact	-	4,959	(4,959)	-
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	87,448	-	(87,448)	-
Kickstarter - The Learning Foundry	-	5,344	(5,344)	-
Allen & Overy	-	4,167	(4,167)	-
Wellness Project funding	-	1,145	(1,145)	-
	<u>87,448</u>	<u>347,809</u>	<u>(435,257)</u>	<u>-</u>

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

	As At 1 August 2021 £	Income £	Expenditure £	As at 31 July 2022 £
SSE North West Sub Grant - year 9	-	6,103	(6,103)	-
SSE North West Sub Grant - year 10	-	47,759	(47,759)	-
SSE Wigan Based Programme	-	28,583	(28,583)	-
SSE North West Sub Grant Power to Change	-	26,471	(26,471)	-
Peer to Peer funding	-	10,500	(10,500)	-
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	85,216	(85,216)	-
LCRCA Lifetime Skills	-	7,269	(7,269)	-
ESFA 16-19 Bursary	-	786	(786)	-
Steve Morgan Foundation	-	123,727	(123,727)	-
National Lottery Community Fund	-	48,706	(48,706)	-
Liverpool City Region Combined Authority - Single Investment Fund (Capital Investment)	144,450	-	(57,002)	87,448
Kickstarter - The Learning Foundry	-	27,011	(27,011)	-
Hope University PGDE in FE	-	810	(810)	-
	<u>144,450</u>	<u>412,941</u>	<u>(469,943)</u>	<u>87,448</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2023

18. Analysis of net assets between funds

	Tangible Fixed Assets £	Net Current Assets £	Creditors due after one year £	Total £
Unrestricted funds	170,105	297,930	(51,333)	416,702

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

	Tangible Fixed Assets £	Net Current Assets £	Creditors due after one year £	Total £
Unrestricted funds	188,389	103,907	-	292,296
Restricted funds	-	87,448	-	87,448
	188,389	191,355	-	379,744

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

	2023 £	2022 £
Net income for the year/(expenditure)	36,958	16,677
Depreciation and impairment of tangible fixed assets	25,008	24,045
(Increase)/ decrease in debtors	(119,766)	102,671
Increase / (decrease) in creditors	12,068	(182,992)
Net cash flow from operating activities	(45,732)	(39,599)

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 £142,372 (2022 £8,437), £Nil (2022 £14,655) for childcare and other administration, project and secondment costs totalling £372,942 (2022 £66,999). During the year Women's Technology Training charged Blackburne House £34,656 (2022 £85,806) for administration costs and were refunded £5,916 (2022 £Nil) in relation to overstated childcare costs.

All charges include VAT where applicable.

At the year-end Women's Technology Training was owed £384,431 by Blackburne House (2022 £294,788).

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2023

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 £16,752 (2022 £20,196).

22. Deferred income	Under 1 year £	2023 £	2022 £
At 1 August 2022	47,053	47,053	136,868
Additions	96,951	96,951	71,557
Amounts released to income	(47,053)	(47,053)	(161,372)
At 31 July 2023	96,951	96,951	47,053

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 £	2023 £	2022 £
At 1 August 2022	75,878	75,878	100,939
Additions	94,810	94,810	42,610
Amounts paid during the year	(75,878)	(75,878)	(67,671)
At 31 July 2023	94,810	94,810	75,878

Accrued funding commitments attributed to restricted funds is £Nil (2022 £11,925) and £89,685 (2022 £63,953) 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 2023 (2022 £Nil).

26. Analysis of changes in net debt

The charity had no debt during the year.