

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

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended
31 July 2024

Company Registration Number 01712569
Charity Number 514972

WOMEN'S TECHNOLOGY TRAINING LIMITED

Financial Statements Year ended 31 July 2024

Contents	Page
Members of the Board and Professional Advisors	2
Trustees' Annual Report	3
Independent Auditor's Report	16
Statement of Financial Activities (including Income and Expenditure Account)	21
Comparative Statement of Financial Activities	22
Balance Sheet	23
Statement of Cash Flows	24
Notes to the Financial Statements	25

WOMEN'S TECHNOLOGY TRAINING LIMITED

Members of the Board and Professional Advisors

Year ended 31 July 2024

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 Claire Dixon (Resigned 25/03/24) Laura Curran (Appointed 01/10/23; Resigned 01/10/23) Jill McCormack (Appointed 01/10/23; Resigned 01/10/23) Nina Roberts Jayne Worthington Humaira Khan Ngunan Adamu Lynda Brady
Company secretary	Jennifer Lawson
Chief executive	Andrea Rushton
Registered office	Blackburne House Blackburne Place Off Hope Street Liverpool L8 7PE
Statutory Auditor	Mitchell Charlesworth (Audit) Limited Accountants Registered Auditor Suites C,D,E,F, 14th Floor The Plaza 100 Old Hall Street Liverpool L3 9QJ
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 2024

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 2024. 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)	Ngunan Adamu (resigned 20/12/2024)
Humaira Khan	Claire Dixon (resigned 25/03/24)
Sally-Anne Watkiss	Jayne Worthington
Lynda Brady	Nina Roberts
Annette Hennessy	

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 particularly 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 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 2024

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 History and Achievements

Women's Technology Training Limited, now widely known as Blackburne House Education (BHE), was established in 1983 with a clear mission: to support women from disadvantaged backgrounds into employment within technical professions—sectors where women were significantly under-represented at the time.

As demand for our services grew, so did the organisation. In 1991, Blackburne House relocated to a beautifully restored Grade II-listed building in Liverpool's iconic Georgian Quarter. With over £4 million raised to rejuvenate the site, this historic space became a vibrant hub for education and innovation.

Today, Blackburne House Education, along with our renowned School for Social Entrepreneurs, is a thriving organisation and one of the UK's leading education centres. Through our sister organisation, Blackburne House, we have created a series of successful social enterprises, each aligned with our educational mission and offering real-world examples of how new markets can address local community needs.

Attracting thousands of visitors each year, our facilities have grown to include a bustling bistro and Café, a wellness and counselling centre, state-of-the-art conference and events spaces, and a 36-place nursery. These social enterprises not only support our educational objectives but also provide hands-on learning opportunities and sustainable revenue streams.

Blackburne House's work has been recognised locally, nationally, and internationally. Our commitment to empowering women through education earned us the prestigious Freedom of the City award in June 2015—a testament to our transformative impact on education for women in Liverpool and across the wider Merseyside region.

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.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2024

Strategic Report [Continued]

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.

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

For over 40 years, Blackburne House has proudly served as a Voluntary and Community Independent Provider, supporting the learning aspirations of Liverpool City Region residents. We are distinguished as an inclusive educational institution that welcomes individuals from all backgrounds, empowering them to improve their lives and those of their families through education and skills development.

During the **2023/24 academic year**, Blackburne House Education supported **522 learners** across **1,804course enrolments**. Of these, **503 were adult learners**, accounting for **1,692 enrolments**, reflecting our ongoing commitment to lifelong learning and skills development.

Key Learner Demographics:

- **Deprivation Levels:**
 - **82.9% (82.9 learners)** resided in areas ranked among the **30% most deprived nationally**, a slight decrease from the previous year (**2023 – 81.9%**).
- Of these, **63.2% (318 learners)** lived in **IMD 1 postcodes**, placing them within the **top 10% most deprived areas in England (2023 – 66.6%)**.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2024

Education [Continued]

- **Diversity and Inclusion:**
 - **100% (503 learners)** were women, with 73.2% (**368 women**) identifying as from **Black, Asian, Mixed, or Other ethnic groups**, reflecting a growing diversity in our learning community (**2022 – 52.6%**).
- **Support for Learners with Additional Needs:**
 - **29.4% (148 learners)** declared a **learning difficulty or disability**, highlighting our commitment to providing inclusive learning opportunities (**2023 – 26.3%**).

At the core of Blackburne House Education are our values of Independence, Transformation, Inspiration, and Equality. These values are the driving force behind our work and are embedded across all aspects of our organisation. Our vision is clear:

"To provide education for women facing disadvantage, enabling them to unlock their full potential through high-quality learning provision and support."

Expanding Our Reach and Impact

Situated in Toxteth, one of Liverpool's most deprived areas, Blackburne House extends its educational provision across the wider Liverpool City Region. Our focus remains on effectively engaging underrepresented and marginalised communities, particularly Black, Asian, and Minority Ethnic (BAME) groups, refugees, asylum seekers, lone parents, long-term unemployed individuals, and caregivers.

We offer a wide-ranging curriculum designed to align with regional priorities and meet the needs of both local individuals and businesses. Our courses cater primarily to adult women but also include a growing number of 16 to 18-year-old learners who require a nurturing, supportive environment in which to thrive.

Curriculum Offer:

Learners can choose from a diverse portfolio of programmes, including:

- Vocational Courses: Health and Social Care, Teacher Training, Complementary Therapies, and Business Studies.
- Academic Qualifications: Access to Higher Education, GCSEs, and Functional Skills.
- Creative and Practical Programmes: Interior Design and Holistic Therapies.
- ESOL (English for Speakers of Other Languages): Supporting a diverse range of learners with language development needs.

Our curriculum is dynamic and responsive, shaped to meet the evolving needs of learners and employers, ensuring our graduates are equipped with the skills and confidence to access meaningful employment or progress into further education and training.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2024

Fostering Personal Growth and Wellbeing

Recognising the critical role of mental health and resilience in learner success, we have expanded our curriculum to include comprehensive health and wellbeing programmes. These initiatives are designed to empower learners, build confidence, and promote emotional well-being alongside academic achievement.

Throughout the 2023/24 academic year, we collaborated with funders to enhance mental health support services, with a particular focus on supporting women from BAME communities, who often face additional cultural and societal challenges. Initiatives included:

- Counselling and emotional support services tailored to individual needs.
- Workshops and short courses focused on stress management, self-care, and healthy living.
- Bursaries and grants to alleviate financial pressures and support participation.

By integrating well-being into our educational approach, we ensure learners are fully supported to engage with their studies and progress confidently toward their goals.

Strategic Growth and Future Plans

In response to increasing demand and the evolving needs of our community, we have committed to the ongoing expansion of our educational provision. Our full-time delivery programme continues to be mapped against local and regional labour market priorities, ensuring we address critical skills gaps and provide relevant pathways into employment and further study.

This strategic approach ensures that our learners benefit from holistic, employment-focused pathways, equipping them with the skills, experience, and confidence required to thrive in today's workforce.

Blackburne House Education remains committed to empowering women, driving social mobility, and supporting community development across Liverpool City Region. By maintaining a focus on learner success, wellbeing, and employability, we continue to be a beacon of hope and opportunity for those who need it most.

Quality and performance

The Board of Trustees and Senior Management Team embody the core values of Blackburne House Education, ensuring the organisation's mission and vision remain clear, consistent, and inspirational. The Education & Quality Committee plays a pivotal role by setting and agreeing on key quality and performance targets annually for the academic year. These targets are rigorously monitored and scrutinised through committee meetings and Senior Management Team reviews.

Learner feedback is a vital component of our quality assurance framework. We actively use their insights to identify areas for improvement, celebrate best practices, and enhance teaching, learning, assessment, and the overall environment. Learners consistently commend Blackburne House Education as a safe, welcoming, and inspirational niche-learning environment where they feel valued and supported.

Our leaders and managers work collaboratively with Liverpool City Region Combined Authority (LCRCA) colleagues to align our curriculum with regional skills priorities. Our programs are designed to meet the needs of local communities and address employer demands. With clear progression routes in place, learners can progress seamlessly from pre-entry levels through to higher-level qualifications, supporting long-term employability and skills development.

We are steadfast in our commitment to safeguarding and promoting the welfare of all our learners. This commitment is shared across staff, trustees, and volunteers. Safeguarding children, young people, and vulnerable adults remains a cornerstone of our organisational ethos. We diligently comply with the Safeguarding Vulnerable Groups Act 2006, the Education Act 2002, and the Counterterrorism and Security Act 2015. To this end, safeguarding is embedded throughout our operations, supported by regular training for trustees, staff, and volunteers. Safeguarding performance and responsibilities are reviewed regularly to ensure we maintain the highest standards of care and protection.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2024

Quality and performance [Continued]

Our organisation benefits from a robust safeguarding structure. This includes a dedicated Designated Safeguarding Officer, supported by an experienced safeguarding team, and a designated Board Safeguarding Lead who ensures accountability at the highest level. Policies and procedures are reviewed routinely by the Board and the Education & Quality Committee to ensure our safeguarding practices remain rigorous and effective.

The quality of education at Blackburne House has continued to improve in 2023/2024, with notable increases in learner achievement rates, demonstrating the positive impact of the strategies implemented to enhance the learner experience. This progress has led to an overall achievement rate of 81.7%, a 5.5% increase from the previous year's rate of 76.2%. While this remains slightly below the national benchmark of 86%, it reflects significant improvements despite the persistent barriers many women face in accessing and completing their education.

Increasingly, learners are successfully completing their qualifications, showcasing resilience and determination in the face of challenges. However, the rising cost of living has placed additional pressures on learners, many of whom struggle with childcare and travel expenses or the need to balance studies with work commitments. Despite these obstacles, several subject areas have demonstrated considerable progress, particularly in Health and Social Care, Preparation for Work, Language and Literature, as well as Complementary Therapy and Counselling. These achievements have enabled the college to expand its curriculum, now offering two Level 3 Counselling groups and a Level 3 course in Complementary Therapy.

To build on this momentum, the recent appointment of new Leadership in Education has brought a renewed focus on learner progress. Steps are being taken to strengthen early intervention measures and provide tailored, individualised support to learners. These actions aim to further improve retention and achievement rates, ensuring continued year-on-year progress and a high-quality learning experience for all.

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

At Blackburne House Education, employability is a core component of all our programs, ensuring learners are equipped with the skills and knowledge needed to succeed in their chosen careers. Our tailored sessions include CV writing, applying for work, Ask the Professional events, communication for career progression, interview skills, and confidence building, alongside opportunities for work experience that enhance real-world preparedness.

To further strengthen this support, we are proud to collaborate with VOLA and several other local organisations on a project aimed at supporting women who are classed as economically inactive. Funded by the UK Shared Prosperity Fund until March 2025, this initiative provides vital, additional support to women at both the beginning and end of their educational journey with us, enabling them to transition into meaningful employment or further education.

In addition to career-focused support, our Health and Wellbeing services play a key role in building confidence and resilience. These services equip learners with essential life skills that empower them to adapt, thrive, and manage life's challenges effectively, ensuring they are not only prepared for their careers but also for personal growth and success.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2024

School of Social Entrepreneurs Northwest (SSE NW)

Blackburne House Education continues to work in partnership with The School for Social Entrepreneurs (SSE) to deliver capacity building programs 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 programs help individuals start, sustain, and scale social enterprises, charities, and community projects. We help individuals build confidence, leadership, and business skills.

This year we continue to embed the SSE '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.

Programs and Partnerships

Over the past 12 months SSE have been able to explore partnership opportunities to attract programme funding. As a result, SSE in the Northwest have been successful in developing new partnerships which have resulted in the launch of new opportunities:

A&O Sherman

SSE were chosen as the charity of choice by A&O Sherman with a view to tackle school exclusions in Liverpool and London. This support has enabled SSE and SSE in the Northwest to embed the new strategy, developing placed based programs across new themes. This partnership has seen increased levels of support for social entrepreneurs, primarily, although not exclusively, that are based in the Liverpool City Region.

Socially Trading Organisations (STO) Maturing Markets Trade Up Programme

This programme supports Socially Trading Organisations from across the Liverpool City Region to develop the skills, strengths and networks required to grow their income and social impact. 25 organisations will benefit from a fully funded 6-month learning programme consisting of 8 days of focused study, 4 action learning sessions, bespoke 1:1 business development support, opportunities to build supportive peer networks and the chance to pitch for social investment.

The STO Maturing Markets Trade Up Programme is run by the SSE as part of the wider STO Maturing Markets Programme in partnership with Kindred LCR and Capacity. This project is funded by the UK Government through the UK Shared Prosperity Fund with the Liverpool City Region Combined Authority as the lead authority.

Women's Enterprise Growth Programme

This is a 3-year new programme to support women aged 18-35 living or working in London and Liverpool to develop the skills, strengths and networks required to grow purpose-led enterprises and in turn create new jobs for underserved communities.

The programme is run by SSE with support from Youth Business International (YBI) and funded by Standard Chartered Foundation as part of Futuremakers by Standard Chartered.

10 Liverpool based and 10 Participants will get a free 8-day learning programme, bespoke 1:1 business development and modelling support, a supportive peer network and the chance to pitch for one of four Match Trading grants of up to £7,000.

Black Business Support

SSE in the Northwest have been commissioned by Innervision to be an Account Manager providing a business coaching service to 6 Liverpool based entrepreneurs.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2024

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. The program came to an end this year and SSE in the Northwest are extremely proud to have been part of the initial pilot which launched and tested Match Trading Grants and then to have supported Community Business Leaders on programs for a further 7 years.

We continue to build collaborative opportunities across the social enterprise sector to cement our position as a market leader. Examples include hosting entrepreneur meet ups with the University of Liverpool, SSE program graduations, strategic aways and launch events.

The Year Ahead

Blackburne House will seek to strengthen the partnership with SSE and will support SSE Northwest to cultivate local partnerships with a view to delivering programs that ignite entrepreneurship in communities. We will also welcome a number of business leaders into the SSE Fellowship which is a community of people who have all graduated from SSE programs. 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

Financial review

The trustees carry key financial responsibilities, including ensuring the solvency of the organisation, safeguarding its assets, and approving the annual budget. In approving the budget, trustees establish clear financial objectives with quantifiable targets, enabling the organisation to measure progress and achievement effectively. To support these objectives, monthly management accounts are produced and reviewed at Executive Leadership meetings. A formal reporting cycle has been established, incorporating a structured schedule of meetings with the Finance Audit & Risk Committee (FARC) and the Board of Trustees.

FARC, under powers delegated by the trustees, regulates and controls the organisation's finances. The committee continually reviews and refines its reporting mechanisms to ensure financial planning remains forward-thinking and aligned with organisational goals. This approach ensures that Blackburne House Education is well-positioned to capitalise on opportunities for growth and sustainability.

In addition to delivering our core Adult Education contracts, Blackburne House Education was uniquely selected by the Department of Education to participate in the Multiply Research Trial. This initiative focuses on embedding maths into Health & Social Care, improving attainment in GCSE Maths and Functional Skills qualifications. By utilising dedicated resources and staff CPD, the trial seeks to develop innovative approaches to increase pass rates. Blackburne House Education is proud to be the only provider in the Liverpool City Region Combined Authority (LCRCA) invited to participate in this trial, reflecting the organisation's reputation for excellence and innovation in education.

Throughout the year, we also delivered on our 16-19 provision, achieving growth in both Adult and Young Persons contracts. This growth will positively impact contract allocations for the 2024/25 academic year, supporting both our financial stability and our ability to further expand our educational offerings.

Alongside our educational achievements, Blackburne House continues to deliver Mindfulness and Counselling sessions to both learners and women in the community. These interventions address the ongoing and widespread decline in mental health and wellbeing experienced by women. Evidence from our programs highlights the persistent need for mental health support, prompting us to secure additional funding to continue these vital services. This funding ensures the ongoing delivery of counselling and wellness interventions, enabling Blackburne House to provide life-changing support to women during challenging times.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2024

Our plans for the future

Our future plans are centred on strengthening our core Education offer, enabling us to continue delivering on the vision of Blackburne House. By focusing on high-quality, impactful education, we remain committed to empowering women through knowledge, skills, and opportunity. Alongside this, we will continue to provide the vital community and learner services that build resilience and independence for women, ensuring our work positively impacts individuals, the local community, and the wider economy.

As we conclude the fifth year of devolution, our education contract has once again achieved Adult Education Budget (AEB) in-year growth, driven by increased enrolments and improved achievement rates. Moving forward, we will continue to work closely with the Liverpool City Region Combined Authority (LCRCA) to align our curriculum with local priority areas. By regularly assessing delivery and adapting plans in response to the evolving external environment, we aim to achieve sustained growth while responding flexibly to the needs of women and the communities we serve.

Our curriculum is carefully designed to integrate wraparound skills, including employability, wellbeing, personal development, and progression, supported by robust services. We continue to embed Equality & Diversity, Safeguarding, and Prevent training across all programs, ensuring that our learners develop the skills and awareness needed to thrive professionally and personally.

To address and remove barriers to education, we have significantly enhanced our Wellness and Counselling services and will actively pursue additional funding to sustain these vital offerings into 2024/25. The positive impact of these services is clear, with learners benefiting from:

- Reduced waiting times for counselling services.
- Decreased isolation alongside increased confidence and a greater sense of connection.
- Development of long-term coping and recovery strategies.
- Improved wellbeing and a renewed sense of hope for the future.
- Higher progression into our education programs, resulting in enhanced life chances and financial independence.

In addition to Wellness and Counselling, we are proud to continue our grant-giving initiatives in partnership with the Smallwood Trust and Bishop David Sheppard Trust. These grants provide critical financial support to individual women, enabling them to overcome personal and financial barriers. The measurable impact of these grants has been significant, creating life-changing opportunities for women and their families.

We have consistently demonstrated resilience and flexibility, responding to challenges in ways that drive meaningful impact for individuals and the wider community. Looking ahead, our financial projections for 2024/25 reflect a strong, adaptable, and progressive organisation, committed to empowering women, building resilience, and contributing to the local economy. By focusing on education, wellbeing, and financial independence, Blackburne House remains a pillar of support and transformation for women across Liverpool and beyond.

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 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.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2024

Reserves policy [Continued]

The trustees acknowledge that the level of unrestricted free reserves of £313,892 (2023 £246,597) 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.

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 the Executive Leadership Team are fully committed to the principles of sustainable development and to achieving environmental best practices across all aspects of the organisation. We strive to integrate environmental management as a core business function, recognising the need for leadership and collective responsibility to ensure that our activities align with these principles.

As an organisation, we recognise the importance of a proactive approach to addressing environmental challenges. This includes efforts to prevent pollution, minimise waste, reduce carbon emissions, and achieve continual improvements in our environmental performance. Our commitment extends to educating and engaging staff, learners, and stakeholders in adopting sustainable practices and making informed decisions that contribute to environmental sustainability.

In line with this commitment, Blackburne House Education operates a structured approach to the management of our environmental impact, ensuring compliance with, or exceeding, all relevant legal and regulatory requirements. We also seek to align with recognised best practices that address environmental aspects related to our operations.

Decarbonisation Initiatives (2024/25)

A key component of our environmental policy is the decarbonisation of our Grade II-listed building, which will be a major focus throughout 2024/25. As custodians of a historic building, we recognise the unique challenges and opportunities presented in ensuring its sustainability for future generations. The decarbonisation project will focus on:

- Conducting a comprehensive energy audit to identify key areas for improvement in energy efficiency.
- Implementing energy-efficient systems, including the potential installation of renewable energy sources, such as solar panels and heat pumps, where feasible.
- Upgrading insulation and reviewing heating, ventilation, and lighting systems to reduce energy consumption.
- Working with specialists to develop innovative, sustainable solutions that respect the historic integrity of the building while significantly reducing its carbon footprint.

This decarbonisation effort aligns with both our organisational goals and wider local and national environmental targets, including the Liverpool City Region's ambition to achieve net-zero carbon emissions by 2040. By undertaking this project, we aim to set a benchmark for other organisations housed in historic or listed properties, showcasing that sustainable innovation and heritage preservation can coexist effectively.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]

Year ended 31 July 2024

Wider Environmental Commitments

Our environmental priorities are further embedded into our organisational operations and include:

- Sustainable Procurement Practices: Working with suppliers who share our commitment to sustainability and reducing the environmental impact of goods and services.
- Waste Management: Implementing robust recycling initiatives and aiming for zero waste to landfill where possible.
- Education and Advocacy: Incorporating sustainability education into our curriculum to equip learners with the knowledge and skills needed to address global environmental challenges.
- Sustainable Transportation: Promoting the use of public transportation, car-sharing, and cycling for staff, learners, and visitors.

By embedding environmental considerations into our operations, decision-making processes, and educational offerings, Blackburne House is committed to fostering a culture of sustainability. This approach reflects our dedication to improving the wellbeing of both our local community and the planet, ensuring that environmental best practices remain central to our mission.

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 is responsible for overseeing the governance and administration of the charity. The Board meets bi-monthly and is supported by sub-committees focused on Education & Quality and Finance, Audit & Risk. In addition, Task Force Committees are convened on a temporary basis to address specific organisational priorities. For example, the creation of the EDI Task Force (Equality, Diversity, and Inclusion) demonstrates our commitment to fostering an inclusive culture while providing appropriate governance oversight in this critical area.

The Chief Executive, appointed by the Board of Trustees, is responsible for managing the day-to-day operations of the charity. Operating within the terms of delegation approved by the trustees, the Chief Executive provides strategic direction for the organisation, ensuring that policies, systems, and services are aligned with its mission, vision, and values. Comprehensive business planning for all areas of service delivery ensures that operations are firmly rooted in the organisation's strategic intent.

We prioritise fostering a high-performance, high-empowerment culture that drives sustainable advantage for the organisation. This approach enables us to remain competitive in securing funding and sponsorship while retaining and expanding our market position. Maintaining a positive reputation within the community, education, and training sectors—as well as other markets where we operate—is a cornerstone of our strategic priorities.

The Management Team

Day-to-day management of the charity is entrusted to a highly skilled Senior Management Team, which currently comprises:

- A Rushton – Chief Executive
- L Mairah – Director of Business Development & Communications
- L Nixon – Head of Education & Compliance

The Senior Management Team works collaboratively to ensure effective operations, compliance, and continuous improvement across all aspects of the organisation.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued] Year ended 31 July 2024

Trustee Appointment, Induction, and Training

The Board adopts a strategic approach to trustee recruitment to ensure a broad range of skills and perspectives that will enable the organisation to achieve its strategic goals. Trustee vacancies are advertised widely within the community, and all members are circulated with invitations to nominate trustees prior to the Annual General Meeting (AGM).

When considering the co-option of trustees, the Board assesses the specific skills, knowledge, and experience required to enhance the organisation's ability to deliver on its mission. Trustees come from diverse professional and personal backgrounds, adding significant value through their varied perspectives. Recognising the high expectations placed on the Board, we prioritise the training and development of all trustees to complement and expand their existing skills and expertise.

Induction and Development

New trustees participate in a comprehensive induction programme designed to provide a thorough understanding of Blackburne House Education's work and their role in supporting its success. The induction includes:

- A detailed briefing on their legal obligations under charity and company law.
- An overview of the Memorandum and Articles of Association, decision-making processes, and recent financial performance.
- Insights into the charity's operations, strategic priorities, and the specific impact of its programs.

Trustees are encouraged to attend both external training events and internal training sessions, ensuring they remain well-equipped to fulfil their responsibilities effectively. Regular briefings and development opportunities are provided to support trustees in their ongoing contribution to the organisation.

By providing this comprehensive induction and training framework, we enable trustees to play an active and meaningful role in shaping the future of Blackburne House Education, ensuring the charity continues to deliver its vision with impact and purpose.

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.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Trustees' Annual Report [Continued]
Year ended 31 July 2024

Statement of trustees' responsibilities [Continued]

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.

Auditors

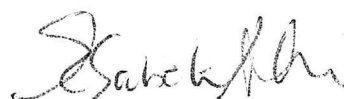
A resolution for the re-appointment of Mitchell Charlesworth (Audit) Limited will be proposed at the forthcoming Annual General Meeting.

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 22 April 2025

Mitchell Charlesworth (Audit) Limited

Accountants

Suites C,D,E,F, 14th Floor, The Plaza, Old Hall Street, Liverpool, Merseyside, 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 2024

Opinion

We have audited the financial statements of Women's Technology Training Limited (the 'charitable company') for the year ended 31 July 2024 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 2024 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

Suites C,D,E,F, 14th Floor, The Plaza, Old Hall Street, Liverpool, Merseyside, 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 2024 [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.

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 (Audit) Limited

Accountants

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2024 [Continued]

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities set out on pages 14 - 15, 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 (Audit) Limited

Accountants

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2024 [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

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WOMEN'S TECHNOLOGY TRAINING LIMITED

Independent Auditor's Report to the Members of Women's Technology Training Limited for the year ended 31 July 2024 [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 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 trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Mr Philip Griffiths
Senior Statutory Auditor

29 April 2025

On behalf of Mitchell Charlesworth (Audit) Limited
Statutory Auditor

Suites C,D,E,F, 14th Floor
The Plaza
Old Hall Street
Liverpool
Merseyside, L2 5RH

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account)

Year ended 31 July 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Income from:					
Charitable activities	2	966,055	315,124	1,281,179	1,114,067
Total income		966,055	315,124	1,281,179	1,114,067
Expenditure on:					
Charitable activities	3	923,603	307,204	1,230,807	1,077,109
Total expenditure		923,603	307,204	1,230,807	1,077,109
Net income/(expenditure) for the year	9	42,452	7,920	50,372	36,958
Total funds brought forward		416,702	-	416,702	379,744
Total funds carried forward		459,154	7,920	467,074	416,702

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 25 to 36 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Financial Activities (including Income and Expenditure Account) Year ended 31 July 2024

Comparative information for the year ended 31 July 2023

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

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 25 to 36 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Balance Sheet 31 July 2024

			2024		2023
	Notes	£	£	£	£
Fixed assets					
Tangible assets	11		145,262		170,105
Current assets					
Debtors	12	594,744		523,980	
Cash at bank		<u>44</u>		<u>25</u>	
		594,788		524,005	
Creditors: Amounts falling due within one year	13	<u>(247,309)</u>		<u>(226,075)</u>	
Net current assets			<u>347,479</u>		<u>297,930</u>
Total assets less current liabilities			492,741		468,035
Creditors: Amounts falling due after more than one year	14		<u>(25,667)</u>		<u>(51,333)</u>
Net assets			<u>467,074</u>		<u>416,702</u>
The funds of the Charity					
Restricted	17		7,920		-
Unrestricted	16		<u>459,154</u>		<u>416,702</u>
Total funds	18		<u>467,074</u>		<u>416,702</u>

These financial statements were approved by the trustees and authorised for issue on 22 April 2025 and are signed on their behalf by:



Sally Anne Watkiss

Company Registration Number: 01712569

The notes on pages 25 to 36 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Statement of Cash Flows For the year ended 31 July 2024

	Note	2024		2023	
		£	£	£	£
Cash flow from operating activities	20		31,659		(45,732)
Cashflow from investing activities					
Payments to acquire tangible fixed assets		-		(6,724)	
Net cash flow from investing activities			-		(6,724)
Cash flow from financing activities					
New borrowings		-		77,000	
Repayment of long term loans		(25,667)		-	
Interest paid		(5,004)		-	
Net cash flow from financing activities			(30,671)		77,000
Net (decrease)/increase in cash and cash equivalents			988		24,544
Cash and cash equivalents at 1 August 2023			(26,227)		(50,771)
Cash and cash equivalents at 31 July 2024			(25,239)		(26,227)
Cash and cash equivalents consists of:					
Cash at bank			44		25
Bank overdraft			(25,283)		(26,252)
			(25,239)		(26,227)

The notes on pages 25 to 36 form part of these financial statements.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements

Year ended 31 July 2024

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 2024

1. Summary of accounting policies [Continued]

(d) Expenditure recognition

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

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

(e) Support costs allocation

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

The analysis of these costs is included in note 4.

(f) Tangible fixed assets

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

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

Computers	10 - 33% per annum
Fixtures & fittings	10 - 20% per annum
Equipment	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 2024

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) Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

(j) 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.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]
Year ended 31 July 2024

1. Summary of accounting policies [Continued]

(k) 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.

(l) 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.

(m) 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 therefore it meets the definition of a charitable company for UK corporation tax purposes.

(n) 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.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

2. Income from charitable activities	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
Liverpool City Region Combined Authority - AEB	740,606	-	740,606	574,831
Liverpool City Region Combined Authority - Pilot Project	97,000	-	97,000	98,500
Liverpool City Region Combined Authority - L3 Lifetime Skills	-	57,210	57,210	57,295
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	51,746	51,746	90,453
LCVS	1,440	-	1,440	-
ESFA - Advanced Learner Loan	20,904	-	20,904	15,820
ESFA - Learning Loan Bursary	-	-	-	300
ESFA - 16-19 Programme Funding	54,520	-	54,520	62,559
ESFA - AEB Further Education 19+ funding	5,996	-	5,996	2,009
ESFA - 16-19 bursary	-	2,950	2,950	9,542
SEE North West Sub Grant Year 10	-	-	-	12,006
SSE Wigan Place based programme	-	-	-	(11,925)
SSE Allen & Overy Foundation	-	12,500	12,500	4,167
SSE North West Kindred UKSF	-	17,378	17,378	-
Power to Change Yr 1 2022	-	4,977	4,977	31,922
CBTU Power to Change Yr 7 2003	-	43,149	43,149	-
The National Lottery Community Fund	-	66,883	66,883	122,280
Steve Morgan Foundation	-	-	-	20,621
John Moores Foundation	-	5,000	5,000	-
Smallwood Trust	29,329	-	29,329	3,024
Kickstarter - The Learning Foundry	-	-	-	5,344
Wellness Project Fund	-	27,370	27,370	1,145
Northern Impact Fund	-	18,041	18,041	4,959
FE Course fees	-	-	-	9,215
Vola – Digital Connectivity Grant	-	7,920	7,920	-
Other income	16,260	-	16,260	-
	<u>966,055</u>	<u>315,124</u>	<u>1,281,179</u>	<u>1,114,067</u>

£347,809 of the above income in 2023 was attributable to restricted funds and £766,258 of the above income in 2023 was attributable to unrestricted funds.

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

3. Analysis of expenditure on charitable activities	Activities undertaken directly £	Support costs £	Total 2024 £	Total 2023 £
College	594,288	636,519	1,230,807	1,077,109

£307,204 (2023 £435,257) of the above costs were attributable to restricted funds and £923,603 (2023 £641,852) of the above costs were attributable to unrestricted funds.

4. Allocation of support costs	2024 £	2023 £
Management salaries	223,457	296,421
Premises costs	241,444	91,246
Office costs	64,762	43,137
Depreciation and impairment	24,843	25,008
Professional	48,772	38,064
Other	22,021	(10,410)
Governance (see note 6)	11,220	10,457
	<u>636,519</u>	<u>493,923</u>

5. Governance costs	2024 £	2023 £
Audit and accountancy fees	11,220	10,457
	<u>11,220</u>	<u>10,457</u>

6. Staff costs and numbers	2024 £	2023 £
The aggregate payroll costs were:		
Wages and salaries	631,720	646,209
Social security costs	43,049	55,455
Other pension costs	15,389	16,752
	<u>690,158</u>	<u>718,416</u>
Staff recharges	(9,579)	10,653
Subcontracted staff	6,002	38,847
	<u>686,581</u>	<u>767,916</u>
Total	<u>686,581</u>	<u>767,916</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

6. Staff costs and numbers [Continued]	2024 No	2023 No
The average number of staff employed by the Charity during the year amounted to:		
Number of administrative staff	15	17
Number of part-time tutors	15	14
Number of tutors	2	1
	<u>32</u>	<u>32</u>

There were no employees included in the above whose emoluments, excluding pension contributions, exceeded £60,000 (2023 None).

7. Trustees' and key management personnel remuneration and expenses

No remuneration was paid to the trustees during the year for their services as trustees (2023 £Nil) nor were any expenses reimbursed (2023 £Nil).

The total amount of employee remuneration received by key management personnel is £139,074 (2023 £116,880).

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.

8. Interest payable	2024 £	2023 £
Bank loans and overdrafts	5,263	3,925
	<u>5,263</u>	<u>3,925</u>

9. Net income for the year	2024 £	2023 £
This is stated after charging:		
Staff pension contributions	15,389	16,752
Depreciation and impairment	24,843	25,008
Auditors' remuneration - as auditors	11,220	10,457
	<u>51,452</u>	<u>52,217</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 2024

11. Tangible fixed assets	Equipment £	Computer Equipment £	Fixtures & Fittings £	Total £
Cost				
At 1 August 2023	5,740	157,397	129,022	292,159
Disposal in the year	-	(14,721)	-	(14,721)
At 31 July 2024	5,740	142,676	129,022	277,438
Depreciation and impairment				
At 1 August 2023	5,740	70,256	46,058	122,054
Charge for the year	-	12,694	12,149	24,843
Elimination on disposals	-	(14,721)	-	(14,721)
At 31 July 2024	5,740	68,229	58,207	132,176
Net book value				
At 31 July 2024	-	74,447	70,815	145,262
At 31 July 2023	-	87,141	82,964	170,105
12. Debtors			2024	2023
			£	£
Grants receivable			121,453	94,810
Trade debtors			6,209	13,014
Other debtors			437,094	385,820
Prepayments			29,988	30,336
			594,744	523,980
Other debtors includes a loan to Blackburne House of £437,094 (2023 £385,820) of which £394,286 (2023: £384,481) is to be repaid after more than one year.				
13. Creditors: Amounts falling due within one year			2024	2023
			£	£
Bank overdraft			25,283	26,252
Northern Impact Fund 2 loan			25,666	25,667
Trade creditors			54,537	51,697
Other creditors			4,110	1,480
Social security and other taxes			68,420	15,468
Deferred income			48,593	96,951
Accruals			20,700	8,560
			247,309	226,075

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

14. Creditors: Amounts falling due more than one year	2024	2023
	£	£
Northern Impact Fund 2 loan	25,667	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.

Loans and overdrafts

Creditors include loans which are due to be repaid as follows:

	2024	2023
	£	£
Amounts payable:		
In one year or less or on demand	50,949	51,919
In more than one year but no more than two years	25,667	51,333
	<u> </u>	<u> </u>
	76,616	103,252
	<u> </u>	<u> </u>

15. Commitments under operating leases	Assets other than land and buildings	
	2024	2023
	£	£
At 31 July 2024 the charity had future total commitments under non-cancellable operating leases as follows:		
Within one year	14,117	13,706
Between two and five years	1,176	15,293
	<u> </u>	<u> </u>
	15,293	28,999
	<u> </u>	<u> </u>

16. Unrestricted funds	As at			As at
	1 August			31 July
	2023	Income	Expenditure	2024
	£	£	£	£
General fund	416,702	966,055	(923,603)	459,154
	<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			31 July
	2022	Income	Expenditure	2023
	£	£	£	£
General fund	292,296	766,258	(641,852)	416,702
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

17. Restricted funds	As At 1 August 2023 £	Income £	Expenditure £	As at 31 July 2024 £
Vola – Digital Connectivity Grant	-	7,920	-	7,920
SSE North West Sub Grant - year 10	-	4,977	(4,977)	-
SSE North West Sub Grant Power to Change	-	43,149	(43,149)	-
SSE North West UKSPF	-	17,378	(17,378)	-
Liverpool City Region Combined Authority - EAS (LSF/ALS)	-	51,746	(51,746)	-
LCRCA Lifetime Skills	-	57,210	(57,210)	-
ESFA 16-19 Bursary	-	2,950	(2,950)	-
John Moores Foundation	-	5,000	(5,000)	-
National Lottery Community Fund	-	66,883	(66,883)	-
Northern Impact	-	18,041	(18,041)	-
Allen & Overy	-	12,500	(12,500)	-
Wellness Project funding	-	27,370	(27,370)	-
	-	315,124	(307,204)	7,920

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

	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	-
SSE North West UKSPF	-	-	-	-
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)	-
John Moores Foundation	-	-	-	-
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)	-
	87,448	347,809	(435,257)	-

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

18. Analysis of net assets between funds

	Tangible Fixed Assets £	Net Current Assets £	Creditors due after one year £	Total £
Unrestricted funds	145,262	339,559	(25,667)	459,154
Restricted funds	-	7,920	-	7,920
	<u>145,262</u>	<u>347,479</u>	<u>(25,667)</u>	<u>467,074</u>

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	170,105	297,930	(51,333)	416,702
	<u>170,105</u>	<u>297,930</u>	<u>(51,333)</u>	<u>416,702</u>

19. Analysis of changes in net debt

	31 July 2023 £	Cashflows £	Non cash changes £	31 July 2024 £
Cash at bank and in hand	25	19	-	44
Bank overdraft	(26,252)	969	-	(25,283)
Total liabilities	(26,227)	988	-	(25,239)
Debt due within one year	(25,667)	25,667	(25,666)	(25,666)
Debt due after more than one year	(51,333)	-	25,666	(25,667)
Total net debt	(103,227)	26,655	-	(76,572)

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

	2024 £	2023 £
Net income for the year/(expenditure)	50,372	36,958
Depreciation and impairment of tangible fixed assets	24,843	25,008
Interest payable	5,004	-
(Increase)/ decrease in debtors	(70,764)	(119,766)
Increase / (decrease) in creditors	22,204	12,068
Net cash flow from operating activities	<u>31,659</u>	<u>(45,732)</u>

WOMEN'S TECHNOLOGY TRAINING LIMITED

Notes to the Financial Statements [Continued]

Year ended 31 July 2024

21. 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 £312,720 (2023 £142,372), £Nil (2023 £Nil) for childcare and other administration, project and secondment costs totalling £53,106 (2023 £372,942). During the year Women's Technology Training charged Blackburne House £49,938 (2023 £34,656) for administration costs and were refunded £16,912 (2023 £5,916) in relation to overstated childcare costs.

The above exclude VAT on vatable items.

At the year-end Women's Technology Training was owed £437,094 by Blackburne House (2023 £384,431).

22. 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 £15,389 (2023 £16,752).

23. Deferred income	Under 1 year	2024	2023
	£	£	£
At 1 August 2023	96,951	96,951	47,053
Additions	48,593	48,593	96,951
Amounts released to income	(96,951)	(96,951)	(47,053)
At 31 July 2024	48,593	48,593	96,951

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.

24. Accrued funding commitments	Under 1 year	2024	2023
	£	£	£
At 1 August 2023	94,810	94,810	75,878
Additions	121,453	121,453	94,810
Amounts paid during the year	(94,810)	(94,810)	(75,878)
At 31 July 2024	121,453	121,453	94,810

Accrued funding commitments attributed to restricted funds is £4,167 (2023 £5,125) and £117,286 (2023 £89,685) was attributed to unrestricted funds.

25. 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.

26. Capital commitments

There were no capital commitments as at 31 July 2024 (2023 £Nil).

27. Analysis of changes in net debt

The charity had no debt during the year.