

SPRINGVALE TRAINING LIMITED

COMPANY INFORMATION

Company registration number NI 026947

Charity registration number NIC 101512

Directors and trustees
Harry Mark Connolly
Therese McKernan
Seamus O'Prey
Brenda Turnbull
Denise Rooney (Resigned 31/03/2023)

Secretary
Donal McKinney

Registered office
200 Springfield Road
Bellfast
BT12 7DR

Auditors
Jones Peters
Registered Auditors
Chartered Accountants
6 Church Street
Banbridge
BT32 4AA

Bankers
Bank of Ireland
202 Andersonstown Road
Bellfast
BT11 9EB

Solicitors
Edwards & Co. Solicitors
28 Hill Street
Bellfast
BT1 2LA

SPRINGVALE TRAINING LIMITED

**TRUSTEES' ANNUAL REPORT (INCLUDING THE DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2023**

Report of the Trustees for the year ending 31 March 2023

The trustees are pleased to present their annual trustees' report together with the financial statements of the charitable company for the year ending 31 March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with current statutory requirements including the Charities Act (Northern Ireland) 2008 amended by the Charities Act (Northern Ireland) 2013, The Charities (Accounts and Reports) Regulations (Northern Ireland) 2015, Companies Act 2006, the Charity's Memorandum and Articles of Association, Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Chair's report

During the course of the year our teams have continued to develop the main programmes that help our students realise their potential from course participation. Youth training schemes hold significant importance for several reasons, contributing to the development of individuals, communities, and societies as a whole. Training schemes offer added value in many interconnected ways:

- **Skill Development:** Our training schemes provide young people with the opportunity to acquire valuable skills that are essential for future employment. These skills can range from technical and vocational skills to soft skills like communication, teamwork, problem-solving, and time management.
- **Employability:** By equipping young individuals with relevant skills and experience, training schemes enhance their employability. This helps bridge the gap between education and employment, making it easier for youth to transition into the workforce.
- **Reducing Unemployment:** Youth unemployment can be a significant challenge. Training schemes address this issue by preparing young people for the job market, increasing their chances of finding employment and thereby reducing the unemployment rate.
- **Empowerment:** Training schemes empower young individuals by instilling confidence, self-esteem, and a sense of accomplishment. This empowerment can positively impact various aspects of their lives, fostering personal growth and well-being.
- **Economic Growth:** A skilled and productive youth population contribute to economic growth. As young people become better prepared for the workforce, they contribute to increased productivity, innovation, and overall economic development.
- **Social Inclusion:** Youth training schemes promote social inclusion by providing opportunities to disadvantaged or marginalized young individuals who might otherwise be left out of the mainstream job market. This inclusivity helps reduce disparities and promote a more equitable society.
- **Reducing Poverty:** By enabling young people to secure gainful employment, training schemes contribute to poverty reduction. When young individuals have the means to support themselves, they are less likely to fall into poverty.
- **Long-term Career Success:** Training schemes not only prepare young people for immediate employment but also set the foundation for long-term career success. The skills and knowledge gained through these programs can help individuals adapt to changing job market demands and advance in their careers.
- **Social Stability:** Providing avenues for skill development and employment helps prevent social unrest and instability that can arise from high levels of youth unemployment. Engaged and employed youth are more likely to contribute positively to their communities.

SPRINGVALE TRAINING LIMITED

TRUSTEES' ANNUAL REPORT (INCLUDING THE DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2023

- **Talent Retention:** Belfast like many places face the challenge of 'brain drain' where talented young individuals migrate elsewhere for better opportunities. Effective youth training schemes can encourage out to stay and contribute to the development of their own countries.
- **Investment in Human Capital:** Youth training schemes represent an investment in the human capital of an area. When areas invest in the education, training, and development of their youth, we are investing in a brighter future with a skilled, capable and young workforce.

Investing in youth training schemes, apprenticeships, skills development, and promoting positive educational outcomes is an investment not only in individual lives but also in the prosperity and resilience for our whole area. By ensuring that young people have the tools they need to succeed, we pave the way for a brighter future for everyone.

Principal Activity

Established in 1992, Springvale Training Ltd (STL) has provided training and employment programmes, and programmes with an emphasis on personal and social development, to young people and adults particularly throughout North and West Belfast for the past 25 years.

Objectives and activities:

Springvale Training is established for the promotion for the public benefit of urban regeneration in Greater Belfast area and further aided by (some or all of) the following means:

- 1.1 the relief of unemployment in such ways as may be thought fit including assistance to find employment,
- 1.2 the advancement of education training or retaining, particularly among unemployed people and providing unemployed people with work experience.
- 1.3 the provision of financial assistance, technical assistance or business advice or consultancy in order to provide training and employment opportunities for unemployed people in cases of financial or other charitable need through help:
 - 1.3.1 in setting up their own business;
 - 1.3.2 to existing businesses.

The Trustees pay due regard to guidance issued by the Charity Commission in deciding what activities the charitable company should undertake.

We do this by providing vocational training and educational opportunities under programmes funded by the Department for the Economy to assist marginalised young people into work:

Our key programmes are:

- i) **Training for Success (TFS):** This government programme provides vocational training to school leavers at Levels 1 and or 2 in the areas of: plumbing, joinery, electrical, computer technology, digital media, hair and barbering, beauty, catering, and hospitality. Trainees also achieve improved educational outcomes in ICT, literacy, numeracy, employment skills and personal and social development.
- ii) **ApprenticeshipNI:** This is a government funded programme for young people aged between 16 and 24, who meet the funding eligibility criteria. The eligible employee completes a qualification tailored to their job role and receives accredited industry recognised qualifications at either Level 2 or Level 3. Springvale has been delivering apprenticeships to the wider community for over a decade.

SPRINGVALE TRAINING LIMITED

TRUSTEES' ANNUAL REPORT (INCLUDING THE DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2023

- iii) **Schools Links Programme:** this programme works with six schools in the Greater Belfast area to provide vocational training to young people with varying levels of support needs. The learners are aged from 14 to 19 years old and attend Springvale two days a week to complete a range of qualifications. Vocational training provides our learners with a clear advantage from an early age as learning can be undertaken on the job as well as in the classroom. This means that as well as getting broader academic knowledge, students also get the practical skills that are required in the workplace.

iv) **YouthStart**

This is a European Social Fund (ESF) NEEET programme working with 16-24 years olds across Belfast who are not currently in education and training. Providing a range of support and qualifications including ICT, employability, health/wellbeing to support and secure employment or re-enter education through FE/training.

v) **Communities in Transition**

CIT is a TEO (The Executive Office) funded programme working with young people across West Belfast. It is part of the *Tackling Paramilitarism Criminality and Organised Crime Programme*. There are two sections to this programme; the employability element programme working with 16-24 year-olds to develop skills and qualifications to progress them into employment. The work ready element works with young people across West Belfast aged 16 and under who complete a three-week employability programme then enter a six-month paid placement to develop their skills and gain workplace experience.

vi) **Clonard Partnership**

We run a six-week programme with the Clonard Partnership in the summer and winter months. We work with local people by providing night class training in catering, construction, hair and beauty.

vii) **Groundworks**

We are currently running a 16-week programme with Groundworks NI supporting a cohort of ESOL learners through their essential skills maths, English and ICT qualifications.

viii) **UK Shared Prosperity Fund**

Our UKSPF programme, YouthStart, is a twenty-week course targeting economically inactive NEEET young people from Belfast's twelve most disadvantaged wards. Youthstart will work with 500 young people from 2023-25. The programme is delivered through four success delivery phases to develop the skills of participants and prepare them for work. Phase one focuses on personal development and the reduction of personal barriers to employment. Phase two develops the educational attainment and skill development of young people who will complete qualifications in IT, numeracy, employability and healthy lifestyles. During phase three, participants undertake an employment academy in their chosen field which will include industry specific training. Finally, in phase four, participants will complete a four-week work placement with a local employer.

SPRINGVALE TRAINING LIMITED

**TRUSTEES' ANNUAL REPORT (INCLUDING THE DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2023**

Covid Provision

As noted in last year's report as a result of Covid-19, Springvale prepared an alternative learning model which continued in the year 2022/23. Due to ongoing restrictions, management ensured an ongoing hybrid approach to teaching/learning. Our experience from the first lockdown equipped us with the skills to provide workshop-based teaching and learning methods within a range of synchronous and asynchronous methods remotely.

Distance learning only further highlighted the need for students to have meaningful physical teaching/peer contact which is only properly available with full access to the wide variety of educational, social, and health-related services which we offer. The pandemic continued to adversely affect staff and students' mental health which meant:

- o supporting the physical, mental, and emotional health and well-being of learners and staff.
- o developing effective approaches to remote/blended teaching, learning and/or assessment.
- o developing effective approaches to delivering services to vulnerable learners and those learners who have statements of special educational need.
- o identifying and addressing underachievement, particularly for those learners who have experienced barriers to engaging in remote learning.
- o enhancing parental engagement to support their young people's learning; and
- o developing an effective programme of professional learning for tutors.

Achievements and performance:

Training for Success and Apprenticeship NI:

The company engaged with 139 learners on the Training for Success and Apprenticeship NI programmes. In the midst of Covid-19 the achievement and outcomes from these programmes in the last twelve months include:

- o The retention rate in March 2023 for Skills for Life programme is good at 68%;
- o The retention rates in March 2023 for APPNI are 'good' at 62% for L2 and 83% for L3;
- o 14 young people progressed onto further education, employment, or a higher level;
- o 36% of the above young people found work/progressed into employment;
- o 2 young people achieved a professional and technical qualification with a further 67 young people still working towards this qualification; and
- o 40 essential skills qualifications achieved in literacy, numeracy, and ICT.

Schools Link Programme:

Springvale Training has a great partnership with 5 local schools in the Greater Belfast area, providing vocational training to young people with varying levels of support needs. 125 pupils registered for weekly sessions over a 25-week period and gained a range of vocational qualifications in hair, beauty, catering, joinery, constructional and IT.

YouthStart

The programme had 56 participants with 14 participants moving to employment and 10 to further education training.

Communities in Transition

The employability element has 70 participants enrolled and 25 have entered employment 8 into further education training and 21 into other employment support programmes.

SPRINGVALE TRAINING LIMITED

**TRUSTEES' ANNUAL REPORT (INCLUDING THE DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2023**

Groundworks

The programme had 54 learners enrolled and 54 learners achieved a qualification.

Quality Awards:

Springvale Training once again successfully secured ISO 9001:2015 certification.

Structure, Governance and Management

Governing Document

Springvale is a company limited by guarantee registered in Northern Ireland. The company is governed by a Memorandum and Articles of Association. The company's objectives are charitable in nature and it has established charitable status.

The charity's activities are managed by the trustees through the Board of Trustees/Directors. The sole member of the company is Upper Springfield Development Trust Limited and Springvale Training Limited is therefore a charitable subsidiary of USDT.

Trustees' Appointment and Training

The trustees recruit and select new trustees as set out in the governing document. The Board recruits new trustees with regards to skills' gaps and the potential of the new members to make a real contribution to the charity's overall governance.

We predicate trustees' appointments on our organisational values and make new members aware of their legal responsibilities under charity and company law. Members' induction pack outlines our Articles of Association, board structure, organisational structure, decision making processes and our overview of finances. Our formal induction provides new board members with the information and training they need to take up their appointment as effectively as possible.

FINANCE, PAY AND REMUNERATION

Springvale Training Limited operates robust financial procedures in place which the Board regularly review and independently assess. We have clear financial management systems to ensure effective and appropriate use of spend; administering resources cost-effectively, transparently and accountably with clear audit trails.

All Board members give their time freely and no trustee received any remuneration during the year.

The Board base the senior staff team's pay on the NJC Salary Scales as a guide to appropriate remuneration for all staff pay. Pay levels are currently subject to annual increments or cost of living expenses.

ORGANISATIONAL STRUCTURE

The Board administers the charity and normally meets 11 times in the year. As part of its structure the Board operates three sub committees: finance, audit and risk; human resources, and remuneration. The Board appoint a chief executive to manage the charity's day to day operations. To ensure effective daily management the chief executive has delegated authority through the Board's approval for operational matters including finance, employment and direct charitable activities.

SPRINGVALE TRAINING LIMITED

TRUSTEES' ANNUAL REPORT (INCLUDING THE DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2023

Risk management

Our approach to the management of risk is informed by the need to ensure that the risks inherent in the pursuit of our objectives are understood, will be manageable if realised, and that appropriate mitigation measures are planned or in place. Responsibility for the management of specific risks is carried by named individuals and groups, but the highest level risks, those that have a direct bearing on the Springvale Training Limited's capacity to achieve its strategic objectives, are managed by the senior management team. The Springvale Training Limited's finance and audit risk committee plays an active role in risk monitoring and have a risk management strategy that comprises:

- An annual review of the principal risk and uncertainties that the charity takes;
- The establishment of policies, systems and procedures to anticipate risks in the annual review; and
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those issues materialise.

Reputational Risks: The Trustees are conscious of the importance of its reputation as a well run organisation delivering public benefit and have undertaken steps to ensure Springvale Training Limited governance and management structures are robust and give confidence to all stakeholders and operate in line with our values.

Covid-19: The impact of Covid-19 commenced from early in 2020 and has continued into 2023. While the response from statutory funders and public donors, together with the flexibility shown by our employees, has allowed Springvale Training Limited to mitigate the risks to a significant degree, the Trustees continue to monitor developments carefully. The medium-term risk remains for a potential economic downturn and the related possibility of a reduced level of funding for current programmes.

Financial Risks: The organisation exposes itself to a variety of financial risks. Measures to mitigate this risk include strong budgetary management and cost control and proactive negotiations with tenants and key stakeholders.

Health and Safety Risks: The Trustees recognise the importance of safety in all of our services. Springvale Training Limited implements robust systems and structures to ensure all health and safety regulations are complied with.

Legal and Regulatory Risks: The charity is required to comply with a wider range of legal and regulatory obligations. Policies and procedures are in place to ensure compliance with these obligations, however, there inevitably remains a residual risk of an operational failure resulting in a breach of these obligations.

Insurable Risks: The organisation incurs exposure to employer, public and property damage liability by virtue of the nature of its operations. While a strong emphasis is placed on health and safety and risk management practices to avoid liability arising, insurance cover is maintained to mitigate the financial impact from such events.

Performance Risks: There is a risk that the high quality of our services may not be maintained and we perform below the expectations of our funders as set out in their service level agreements. The trustees monitor performance on an ongoing basis and have implemented annual service audit programmes as well as staff and service user surveys to provide them with assurance in this regard.

SPRINGVALE TRAINING LIMITED

TRUSTEES' ANNUAL REPORT (INCLUDING THE DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2023

Financial Review and Results for the Year

Financial Review

Incoming resources have increased from £1,783,353 in the year ended 31 March 2022 to £1,991,149 in the year ended 31 March 2023. Resources expended on charitable activities has increased from £1,734,527 to £2,146,912 in the year ended 31 March 2023. As a result, net outgoing resources amounted to £135,763 for the year ended 31 March 2023 compared to net incoming resources in 2022 of £48,826. The results for the year are set out in Statement of Financial Activities on page 16 and in the related notes.

The company has net assets of £1,155,662 at 31 March 2023 (2022: £1,311,425) as detailed on the Statement of Financial Position on page 17.

Reserves Policy and Going Concern

At 31 March 2023 free reserves amounted to £220,294 of which all £90,000 has been designated, to cover costs including proposed expenditure on upcoming programmes, redundancy payments and capital refurbishment. On an ongoing basis the trustees believe there are sufficient reserves to meet the normal working capital requirements of the company and to cover shortfalls in core funding. The trustees have considered management accounts for the 6 months ended 30 September 2023, future financial projections and future funding requirements and have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future and for this reason they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

Plans for the future

- The following are Springvale's immediate plans:
- Prepare new Springvale strategic plan 2024 to 2027;
 - Submit tender for the new Training for Life programme;
 - Submit tender for the new ApsNI programme;
 - Secure ownership of the building;

Trustees' Responsibility Statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, 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 applicable Charities SORP;
 - make judgements and accounting estimates that are reasonable and prudent;
 - prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

SPRINGVALE TRAINING LIMITED
TRUSTEES' ANNUAL REPORT (INCLUDING THE DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2023

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been reappointed in accordance with Section 487 of the Companies Act 2006.

Small company provision

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

This report was approved by the board on 18 December 2023 and signed on its behalf by:


Brenda Turnbull - Chair

SPRINGVALE TRAINING LIMITED
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SPRINGVALE TRAINING LIMITED
FOR THE YEAR ENDED 31 MARCH 2023

Opinion

We have audited the financial statements of Springvale Training Limited (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the United Kingdom Accounting Standards including FRS 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 charity's affairs as at 31 March 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 charity'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.

Other information

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