



FINANCIAL ANNUAL REPORT

TRUSTEES' REPORT 2023-2024

SPRINGVALE TRAINING

Directors	Brenda Turnbull Denise Rooney Seamus O'Prey Therese McKernan Harry Connolly Donal McKinney	Chairperson Director Director Director Director Secretary
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Auditors	Jones Peters Registered Auditors Chartered Accountants 6 Church Street Banbridge BT32 4AA
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Bankers	First Trust Bank High Street Belfast BT1 2AL
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Solicitors	Edwards and Co 28 Hill Street Belfast BT1 2LA
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Registered Office	261 Whiterock Road, Belfast, BT12 7FX
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Company Registration No:	NI641494
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Charity Registration No:	105883
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The Springvale trustees present their annual directors' 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 ADDRESS

It is my privilege to present this year's annual report, highlighting the indispensable role our locally based apprenticeship and vocational skills training centre plays in transforming lives and communities.

Our centre stands as a beacon of hope, offering pathways to prosperity for individuals and a catalyst for positive change within our area. By providing accessible, high-quality training and apprenticeships, we are not merely equipping young people with skills; we are empowering them to break free from inequality and build brighter futures.

At the heart of our mission is the eradication of inequality and isolation. By offering individuals the opportunity to acquire in-demand skills, we create a direct route to employment and financial stability. Our trainees gain the confidence and competence to secure sustainable livelihoods, enabling them to lift themselves and their families out of cyclical inequalities.

Moreover, our centre is a cornerstone for promoting life chances. By providing a platform for personal and professional development, we inspire individuals to reach their full potential. Our apprenticeships and training programs foster a culture of ambition, resilience, and determination, equipping our trainees with the tools they need to succeed in life.

Looking ahead, we recognize the imperative of developing skills aligned with the demands of a rapidly evolving society. Our curriculum is meticulously designed to equip individuals with the knowledge and abilities necessary to thrive in the modern workforce. By staying at the forefront of industry trends, we ensure our trainees are well-prepared to contribute meaningfully to our community's economic growth.

Beyond individual empowerment, our centre serves as a catalyst for local community development. By collaborating with local businesses and industries, we create a symbiotic relationship that benefits both trainees and employers. Our apprentices contribute to the vitality of our region's economy while gaining invaluable on-the-job experience. This mutually beneficial partnership fosters a thriving local ecosystem.

Furthermore, our centre is a cornerstone of social capital. By providing a space for individuals from diverse backgrounds to learn and grow together, we cultivate a sense of belonging and shared purpose. Our trainees develop strong networks, fostering collaboration and cooperation within our community. This strengthened social fabric is essential for addressing complex challenges and building a more resilient society.

In conclusion, our locally based apprenticeship and vocational skills training centre is more than just an educational institution; it is a transformative force. By eradicating poverty, promoting life chances,

developing future-ready skills, supporting local community development, and fostering social capital, we are making a profound and lasting impact on the lives of countless individuals and the overall well-being of our community.

I am immensely proud of the work our centre has accomplished this past year and am excited about the opportunities that lie ahead. Together, we can create a brighter future for all.

Brenda Turnbull
Chair

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 afield 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.

PUBLIC BENEFIT

- To provide relief of unemployment in such ways as may be thought fit including assistance to find employment. The direct benefits which flow from this purpose include the reduction of unemployed individuals in the Greater Belfast area and further afield.
- These benefits are demonstrated through the achievement of employment outcomes independently verified by external funding bodies. The purpose does not lead to harm. The beneficiaries of this purpose are people living in the Greater Belfast area and further afield who are seeking employment.
- A private benefit to trustees may arise from our programme of ongoing training in good governance, finance etc. Through this training trustees gain skills and experience which are transferable to other settings. These benefits are incidental and necessary to ensure the benefit is provided to our beneficiaries.
- To provide advancement of education training or retraining particularly among unemployed people and providing unemployed people with work experience. The direct benefits which flow from this purpose include the reduction of unemployed and the provision of training to individuals in the Greater Belfast area and further afield. These benefits are demonstrated through the achievement of employment outcomes independently verified by external funding bodies and feedback from employers and service users. The purpose does not lead to harm.

- The beneficiaries of this purpose are people living in the Greater Belfast area and further afield who are seeking to advance their educational training and work experience.
- To provide 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 in setting up their own business or to existing businesses. The direct benefits which flow from this purpose include the reduction of unemployment and the provision of training to individuals in the Greater Belfast area and further afield. These benefits are demonstrated through the achievement of employment outcomes independently verified by external funding bodies and feedback from employers and service users. The purpose does not lead to harm.
- The beneficiaries of this purpose are people living in the Greater Belfast area and further afield who are seeking employment.

The Trustees pay due regard to guidance issued by the Charity Commission in deciding what activities

SPRINGVALE KEY PROGRAMMES

Skills for Life and Work 2021 (SFL/W):

This Department for the Economy programme provides vocational training to school leavers at entry level, level one, and level two in the areas of: plumbing, joinery, computer technology, digital media, hair and barbering, beauty, catering, hospitality, and childcare. Trainees also achieve improved educational outcomes with essential skills ICT, literacy, numeracy, employability skills and personal and social development.

Apprenticeships NI

A Department for the Economy funded programme for people of all ages across a wide range of professional and technical areas. The eligible employees complete a qualification tailored to their job role and receive accredited industry recognised qualifications at either level two or level three, along with the opportunity to complete their essential skills in numeracy, literacy and ICT if not already exempt. Springvale has been delivering apprenticeships to the wider community for over a decade.

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 receive practical skills to support their workplace learning.

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.

The CIT programme works across West Belfast working with young people at threat of anti-social, criminal, or paramilitary activity. The first strand of the programme, Work Ready, works with young people aged 16 and under, delivering a three-day employability programme before placing the participants into a six-month paid Saturday job. Work Ready works with 95 young people per year and is delivered in the community with youth clubs across the West.

The second strand of CIT is 'Employability Elements', this strand works with 70 young people aged 16-24 years old, providing a ten-week employability programme involving employability training and industry specific training. This element is delivered both in-house at Springvale and in community settings across the West.

UK Shared Prosperity Fund

Our UKSPF programme, YouthStart, is a twenty-week course targeting economically inactive NEET 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 distinct delivery phases to develop the participants' skills 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 complete a four-week work placement with a local employer.

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 recruit 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 start 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.

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: Covid 's impact continued to dictate organisational performance in this financial year. 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 and pressure on the ability of tenants to make rent payments.

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.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Financial Review

Incoming resources has increased from £XXXX in the year ended 31 March 2023 to £XXXXX in the year ended 31 March 2023. Resources expended on charitable activities has decreased from £XXXX to £XXXX in the year ended 31 March 2023. As a result, net incoming resources amounted to £XXXXX for the year

ended 31 March 2023 as against a deficit of £XXXXX in 2022. The results for the year are set out in Statement of Financial Activities on page 15 and in the related notes.

The company has net assets of £XXXXXX on 31 March 2023 (2021: £XXXXX) as detailed on the Statement of Financial Position on page 16.

Reserves Policy and Going Concern

On 31 March 2023 free reserves amounted to XXXX of which around XXXX 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 for a period of at least six months. The trustees have considered management accounts for the 6 months ended 30 September 2021, 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 near future and for this reason they continue to adopt the going concern bases in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.
the period.

Plans for the future.

The following are Springvale's immediate plans:

- Implement new Springvale strategic plan 2023 to 2026
- Submit new tenderers for programme development
- Submit tender for the new AppsNI 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.

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:

- as 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 XXXXX and signed on its behalf by:

Brenda Turnbull - Chair