
TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

For the Period Ended 31 August 2017

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED
(A company limited by guarantee)

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TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Legal and Administrative Information For the Period Ended 31 August 2017

TRUSTEES/DIRECTORS

Mark Campbell	(Chair)	Clifford Chance
Christine McInnes	(appointed Aug 2016)	London Borough of Tower Hamlets
Richard Foley		Sir John Cass Foundation
Michael Furtado		Bank of America
Emily Huns	Maternity leave	Queen Mary University of London
Gerry McDonald		New City College (Principal)
David Pack		Corporation of London
Jennifer Publicover	Resigned June 2017	Morgan Stanley
Michelle Quest		KPMG
Peter Sherratt	Resigned June 2017	Lehman Brothers
Esra Turk		Barclays

SECRETARY

Helen Sanson

REGISTERED OFFICE

Norvin House, 45-55 Commercial Street, London, E1 6BD

COMPANY NUMBER

02827835

CHARITY NUMBER

1040962

BANKERS

HSBC, 75 Whitechapel Road, London E1 1DU

Santander, 298 Deansgate, Manchester M3 4HH

CCLA, 80 Cheapside, London EC2V 6DZ

SOLICITORS

Russell-Cooke, 2 Putney Hill, Putney, London SW15 6AB

AUDITORS

Goldwins, 75 Maygrove Road, West Hampstead, London NW6 2EG

The trustees (who are also the directors) present their report and the audited financial statements of the charitable company for the period ended 31 August 2017. The statutory information is shown on Page 1

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Trustees' Report

For the Period Ended 31 August 2017

STRUCTURE, GOVERNANCE AND MANGEMENT

Tower Hamlets Education Business Partnership is a registered charity and company limited by guarantee. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. The governing document is the Articles of Association which was amended in November 2014 to incorporate the Memorandum and to change our articles to include the provision of working nationally.

The Articles of Association (Section 32) define who should be Trustees of Tower Hamlets Education Business Partnership. Trustees are recruited against the criteria laid out in Section 32.

New Trustees are briefed by the Chief Executive and the Chairman.

Trustees take decisions affecting the strategy of the Education Business Partnership and issues affecting the statutory responsibilities of the organisation. The Chief Executive takes decisions affecting the day to day running of the organisation.

The major risk facing the Education Business Partnership is financial. The removal or reduction of public funding for education business link activities means the organisation must seek new and alternative income streams to fund its activities.

OBJECTS AND ACTIVITIES

Tower Hamlets Education Business Partnership seeks to encourage businesses and their employees to invest time and other resources in all Tower Hamlets Primary, Secondary and Special Needs schools to help raise aspirations and achievement and develop students' basic, employability, enterprise and financial literacy skills. In addition, following the change to the Articles of Association, our strategic aim is to deliver our programmes and core activities in other geographical areas which face similar levels of economic and social deprivation. A target area for growth is Royal Greenwich, and work has begun in earnest this year with a pilot in 5 Greenwich Secondary schools. We are also consolidating relationships in other geographical areas; Wales, Bournemouth, Essex and Kent. Our vision is that all young people will learn more, do more and become more because of participating in our programmes.

Students in Tower Hamlets and Royal Greenwich experience a range of social and economic inequalities. For example, for 74% of Tower Hamlets pupils English is a second language and 54% of pupils qualify for free school meals against a national average of 18%. In Royal Greenwich 48% of 19 year olds have no qualifications, the highest rate in London and 12 percentage points higher than the national average. Against this background, pupils and their families often lack the basic skills, personal confidence and awareness to identify and pursue career opportunities that match the pupils' abilities and aspirations. Levels of youth unemployment in both boroughs remain stubbornly high and there is a cycle of intergenerational unemployment which needs tackling.

Business volunteers are used in our programmes to provide that crucial first-hand experience of work. They also act as mentors encouraging and motivating young people to pursue their ambitions and to help them explore the career opportunities available to them and the skills needed to succeed.

Core programmes delivered into Schools include the 'Partner' programmes, mentoring, work experience, Getting Ahead, Head to Head, enterprise, financial literacy, Aim2Attain and other aspirational programmes such as the Public Speaking Competition.

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Trustees' Report

For the Period Ended 31 August 2017

Financial literacy continues to be a growing area in primary schools. Our pilot of 'Abacus', our family financial literacy project has been a resounding success. Supported by volunteers and funding from Lloyd's of London, it is now established in 3 schools and we are seeking to grow the programme.

Work experience remains in high demand from the schools, especially for 6th form students, though the challenge remains to find enough aspirational placements among the business community.

ACHIEVEMENTS AND PERFORMANCE

The programmes delivered by the Education Business Partnership seek to help schools raise academic achievement amongst young people and help young people develop their employability skills and aspirations.

We are in the process of improving our impact measurement and this year worked with New Philanthropy Capital consultants to achieve progress in this area. Already aligned to the JET (Journey to Employment) framework we are seeking ways to capture the longer term, as well as the immediate effects of our programmes. We serve an estimated 10,000 unique pupils through our programmes every year. We deliver over 400 days of enterprise and financial literacy education and we source 3,000 work experience placements. 2,500 primary age children benefit from our partner schemes addressing literacy and numeracy issues. We work with volunteers from over 200 different employers with an estimated total of 5,000 volunteers per year.

Tower Hamlets Education Business Partnership has formal and informal partnerships in place in support of its aims and objectives. This includes membership of the London EBP Network, a consortium of London Education Business Partnerships. We are also members of EBPn, a national trade association of Education Business Partnerships. It also works closely whenever possible with the neighbouring boroughs of Hackney, Newham and Southwark and the City of London. This year we were commissioned by Royal Greenwich to deliver an employability programme into 5 of their secondary schools in partnership with London City Airport. Elsewhere we have established programmes in Wales and Bournemouth through our National Number Partners work.

Tower Hamlets Education Business Partnership has Investor in People status which will need renewing in 18 months.

FINANCIAL REVIEW

This year the charity has changed its accounting period to align with the academic year. This was agreed by the board in February. Previously the year end was 31st March, which has now been moved to 31st August. For this set of accounts there is a 17-month accounting period to report on. The unrestricted reserves of the Education Business Partnership equate to 12 months expenditure. This level of reserve was agreed by the Trustees providing an essential buffer as the EBP seeks alternative income streams. Reserves are held in notice interest bearing accounts with Santander, Close Bros and HSBC.

Within the unrestricted reserves the Board has designated £100,000 to ensure the Aim2Attain programme could be delivered for at least a further 12 months should we be unable to secure funding for the project. Funding sources for THEBP are a combination of private sector and Charitable Trust grants, local public-sector funding contracts and income from Schools. This year the EBP underwent a structural review to improve the efficiencies and cost effectiveness of the organisation. As part of this review, a structured, formalised partnerships model was introduced to ensure the sustainability of the projects and the

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Trustees' Report For the Period Ended 31 August 2017

organisation. From 1st September 2017, business partners must make a financial donation to the charity, commensurate with their levels of volunteer engagement in the programmes.

The 2017/2018 Budget is forecasting a break-even position for the coming year.

PLANS FOR FUTURE PERIODS

THEBP will continue to deliver its portfolio of secondary school programmes focusing keenly on enterprise and employability skills. We will further evolve our work with 6th forms now that all young people are required to remain in education or training until 18.

We will continue our close alignment to Tower Hamlets Children's Services, supporting the borough and the newly formed Tower Hamlets Education Partnership. We are active stakeholders in the borough's Voluntary and Community Strategic Partnership, with a focus on supporting employer engagement in Tower Hamlets.

In primary schools, we will continue to support the literacy and numeracy development of pupils through the weekly partner schemes and will continue to push the financial literacy agenda through BEE (Business Enterprise Education) and Abacus family finance programme. THEBP has signed Service Level Agreements with the secondary and primary schools for both education business link activities and enterprise activities.

We will continue to seek opportunities for expansion into Royal Greenwich and other areas with elevated levels of economic and social deprivation.

We are keen to refresh our brand and our messaging and a focus for us in 2017-18 will be the wider communications piece.

As it is also the first year of a new funding model, we will be consolidating our partnerships and ensuring they receive a continued first-class service. As part of this we will be utilising the CRM system to produce bespoke reports for corporate donors.

THEBP will continue to review its portfolio of programmes to ensure they remain both consistent with the needs of schools and business and are cost effective and fully funded.

TRUSTEES

Trustees who served during the year are shown below: -

Mark Campbell (Chair)

Richard Foley

Emily Huns (maternity leave)

David Pack

Jennifer Publicover (resigned June 2017)

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Trustees' Report For the Period Ended 31 August 2017

Peter Sherratt (resigned June 2017)

Michael Furtado

Esra Turk

Gerry McDonald

Michelle Quest

Christine McInnes

The trustees have delegated responsibility for the day to day management of The Tower Hamlets Education Business Partnership Limited to the Chief Executive Helen Sanson.

Company and charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the trustees are required to: -

1. Select suitable accounting policies and then apply them consistently.
2. Make judgements and estimates that are reasonable and prudent.
3. Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as the directors are aware at the time the report is approved

- There is no relevant audit information of which the company's auditors are unaware, and
- The directors have taken all the 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.

RELATED PARTIES

Related parties are shown in Note 18 to the financial statements.

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Statement of Trustees' Responsibilities

AUDITORS

The auditors, Goldwins Chartered Accountants, offer themselves for appointment in accordance with section 485 of the Companies Act 2006.

This report was approved by the board on 25th October 2017 and signed on their behalf.



.....
Mark Campbell
Director and Chairman

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Independent Auditors' Report

To The Members of Tower Hamlets Education Business Partnership Limited

For the Period Ended 31 August 2017

We have audited the financial statements of Tower Hamlets Education Partnership Limited for the period ended 31st August 2017 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash flows and the related notes. The financial reporting framework that has been applied to their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's members, as a body, in accordance with chapter 3 of part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's 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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' responsibilities statement, 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.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed;
- the reasonableness of significant accounting estimates made by the trustees;
- and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Independent Auditors' Report

To The Members of Tower Hamlets Education Business Partnership Limited

For the Period Ended 31 August 2017

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st August 2017 and of its incoming resources and application of resources, including its income and expenditure, for the period 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.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion, the information given in the Trustees' report for the financial period for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where 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 trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.



Anthony Epton (Senior Statutory Auditor)

for and on behalf of

Goldwins Limited

Statutory Auditor

Chartered Accountants

75 Maygrove Road

West Hampstead

London NW6 2EG

08 January 2018

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Statement of Financial Activities (Incorporating Income and Expenditure Account) For the Period Ended 31 August 2017

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		Period ended 31 August 2017	Period ended 31 August 2017	Period ended 31 August 2017	Year ended 31 March 2016
	Note	£	£	£	£
INCOME FROM:					
Donations	3	53,435	45,496	98,931	106,169
Charitable activities	4	442,752	709,655	1,152,407	703,729
Investment income		8,638	-	8,638	11,801
TOTAL INCOME		504,825	755,151	1,259,976	821,699
EXPENDITURE ON:					
Raising funds	5	-	-	-	57,718
Charitable activities	5	897,402	753,493	1,650,895	1,205,257
TOTAL EXPENDITURE		897,402	753,493	1,650,895	1,262,975
Net income / (expenditure) for the period		(392,577)	1,658	(390,919)	(441,276)
Transfers between funds		90,820	(90,820)	-	-
Net movement in funds		(301,757)	(89,162)	(390,919)	(441,276)
Total funds brought forward		1,097,043	378,069	1,475,112	1,916,388
Total funds carried forward	12	795,286	288,907	1,084,193	1,475,112

The attached notes form part of these financial statements.

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Balance Sheet As at 31 August 2017

	Notes	2017 £	2017 £	2016 £	2016 £
CURRENT ASSETS					
Fixed assets	8		28,246		37,882
Debtors	9		227,822		193,676
Cash at bank and in hand	15		1,324,264		1,417,636
			<u>1,580,332</u>		<u>1,649,194</u>
CREDITORS: Amounts falling due within one year	10		(496,139)		(174,082)
			<u>1,084,193</u>		<u>1,475,112</u>
NET ASSETS					
FUNDS					
Restricted funds			288,907		378,069
Unrestricted funds:					
Designated funds		100,000		100,000	
General funds		<u>695,286</u>		<u>997,043</u>	
Total unrestricted funds			795,286		1,097,043
TOTAL FUNDS	12		<u>1,084,193</u>		<u>1,475,112</u>

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

The accounts were approved by the board of directors on 25th October 2017



.....
Mark Campbell
Director and Chairman

Company Registration No. 02827835

The attached notes form part of these financial statements.

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

	Note	2017 £	2017 £	2016 £	2016 £
Net cash provided by / (used in) operating activities	15		(99,916)		(406,035)
Cash flows from investing activities:					
Interest/ rent/ dividends from investments		8,638		11,801	
Sale/ (purchase) of fixed assets		(2,094)		(3,960)	
Sale/ (purchase) of investments		-		-	
Cash provided by / (used in) investing activities			6,544		7,841
Change in cash and cash equivalents in the period			(93,372)		(398,194)
Cash and cash equivalents at the beginning of the period			1,417,636		1,815,830
Cash and cash equivalents at the end of the period	16		<u>1,324,264</u>		<u>1,417,636</u>

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

1. ACCOUNTING POLICIES

1.1 Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The charity is considered as a public benefit entity. The principal accounting policies adopted in the preparation of the financial statements are as follows:

1.2 Taxation

The charitable company is exempt from taxation under section 466 to 493 of the Corporation Tax Act 2010.

1.3 Incoming resources

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants are credited to incoming resources when they are receivable as the charity's own money, unless they are for activities that relate to a specific future period, in which case they are deferred to that period.

Income received under contracts for services which cross over the year end are recognised in the financial statements in line with the percentage of completion of the contract at the year end.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1.4 Resources expended

Partner costs are recognised in the period in which they are incurred all other resources expended are recognised on an accruals basis.

Resources expended are allocated to a particular activity where the cost relates directly to that activity. They include irrecoverable VAT. The administration and management costs of each activity are apportioned, based on an estimate of the staff time attributable, to each of the organisation's projects and activities.

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

1. ACCOUNTING POLICIES - (CONTINUED)

1.5 Fund accounting

Unrestricted funds comprise income received, without a specified purpose, and expenditure for the objects of the charity.

Restricted funds comprise income received for specified purpose as laid down by the donor. Expenditure which meets this criteria is identified to the fund, together with a fair allocation of management and support costs.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

1.6 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	-	25% reducing balance
Fixtures and fittings	-	20% reducing balance

1.7 Pensions costs

The company makes pension contributions equivalent to a minimum of 5% of gross salaries on behalf of its employees. Employees are entitled to join the scheme after being in post for three months. The contributions are charged to the Statement of Financial Activities on an accrual basis.

1.8 Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. No key judgements have been made by the charitable company which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

2. DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2016 (COMPARATIVES)

	Notes	Unrestricted Funds Year ended 31 March 2016 £	Restricted Funds Year ended 31 March 2016 £	Total Funds Year ended 31 March 2016 £
INCOME FROM:				
Donations	3	72,004	34,165	106,169
Charitable activities	4	368,276	335,453	703,729
Investment income		11,801	-	11,801
TOTAL INCOME		452,081	369,618	821,699
EXPENDITURE ON:				
Raising funds	5	57,718	-	57,718
Charitable activities	5	300,662	904,595	1,205,257
TOTAL EXPENDITURE		358,380	904,595	1,262,975
Net income / (expenditure) for the year		93,701	(534,977)	(441,276)
Transfers between funds		(91,891)	91,891	-
Net movement in funds		1,810	(443,086)	(441,276)
Total funds brought forward		1,095,233	821,155	1,916,388
Total funds carried forward	12	1,097,043	378,069	1,475,112

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

3. INCOME FROM DONATIONS

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	2017	2017	2017	2016
	£	£	£	£
ADM Investor Services Ltd	-	-	-	2,840
Allen and Overy	5,000	-	5,000	5,000
Amazon Community Investment Team,	1,000	-	1,000	-
Arthur J Gallagher	-	750	750	-
Bank of England	-	-	-	5,000
Beazley Management Ltd	-	50	50	-
Blackrock Investments	-	-	-	10,000
Charities Trust	415	-	415	-
Clifford Chance	-	14,000	14,000	14,000
Concur	600	-	600	-
Credit Suisse First Boston	-	-	-	5,000
Faraday	1,500	-	1,500	1,500
Financial Conduct Authority	-	-	-	5,000
Freshfields Bruckhaus Deringer	-	-	-	5,000
KPMG	20,000	-	20,000	10,000
Langdon Park	-	45	45	-
Lightspeed	538	-	538	-
Lloyds	21,250	-	21,250	8,750
Local Giving	3,007	-	3,007	-
London Borough of Tower Hamlet	-	-	-	23,664
Prudential PLC	55	-	55	165
RBS	-	30,000	30,000	-
The QBE Foundation	-	-	-	10,000
United Trust Bank	-	651	651	-
Other donations	70	-	70	250
TOTAL	53,435	45,496	98,931	106,169

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds 2017 £	Restricted Funds 2017 £	Total Funds 2017 £	Total Funds 2016 £
ADM UK Ltd	6,242	-	6,242	-
Aldgate & Allhallows	-	4,500	4,500	7,180
Allen and Overy	-	-	-	250
Arthur J Gallagher	-	3,010	3,010	-
Ashurst LLP	-	12,500	12,500	15,000
Bank of America Merrill Lynch	-	23,143	23,143	16,311
Barclays	-	158,245	158,245	41,150
Big Potential	28,781	-	28,781	-
Bishop Challoner School	-	3,908	3,908	7,305
Chubb.	-	3,278	3,278	-
City of London	-	10,000	10,000	10,000
Clyde & Co LLP	-	5,000	5,000	3,500
Company of Actuaries Charitable Trust Fund	-	3,000	3,000	-
Credit Suisse	4,500	-	4,500	-
Ernest Cook Trust	-	3,150	3,150	-
Grant Thornton UK LLP	-	-	-	2,400
Inspire!	6,185	-	6,185	8,910
INTO Giving	-	4,000	4,000	-
KPMG	-	10,000	10,000	10,700
Lloyds	-	166,491	166,491	60,622
London Borough of Tower Hamlets	23,664	29,999	53,663	20,000
Man Group PLC	-	25,000	25,000	50,000
Marketing in Partnership	-	-	-	3,000
Morgan Stanley	144	5,500	5,644	19,000
Nomura	2,100	20,000	22,100	-
Others	4,843	12,834	17,677	3,725
Rothschild	-	12,313	12,313	-
Royal Borough of Greenwich	14,400	-	14,400	-
Royal Masonic Trust	-	-	-	10,000
RSA Insurance Group	-	-	-	10,000
Skadden, Arps, Slate, M&F (UK) LLP	-	-	-	2,500
Talbot Underwriting Ltd	3,501	912	4,413	-
The Discovery Foundation	-	3,600	3,600	-
XL Catlin	-	3,838	3,838	-
Bursaries	29,500	13,650	43,150	43,000
DBS Check	29,160	-	29,160	28,580
Work experience fees	192,566	-	192,566	136,833
SLA – Primary	-	52,450	52,450	36,600
SLA – Secondary	97,166	119,334	216,500	154,083
TOTAL	442,752	709,655	1,152,407	700,649

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

5. ANALYSIS OF EXPENDITURE

	Basis of allocation	Raising funds £	Charitable activities £	Support costs £	Governance costs £	Total 2017 £	Total 2016 £
Staff costs	Direct	-	888,845	210,811	-	1,099,656	796,988
Training & recruitment	Direct	-	-	10,991	-	10,991	13,707
Direct project expenditure	Direct	-	173,146	-	-	173,146	157,106
Consultancy	Direct	-	-	16,501	-	16,501	41,518
Depreciation	Direct	-	-	11,730	-	11,730	10,982
Advertisement	Direct	-	813	1,315	-	2,128	1,518
IT Costs	Direct	-	-	72,780	-	72,780	34,013
Rent and rates	Direct	-	-	71,383	-	71,383	46,429
Telephone	Direct	-	-	1,381	-	1,381	3,216
Cleaning services	Direct	-	-	5,297	-	5,297	3,830
Insurance / health & safety	Direct	-	-	8,997	-	8,997	7,778
Repairs & maintenance	Direct	-	-	-	-	-	-
Printing, postage & stationery	Direct	-	156	22,264	-	22,420	18,814
Legal & professional fees	Staff time	-	41,739	49,290	-	91,029	65,589
Subscriptions	Direct	-	-	-	-	-	1,254
Bank charges	Direct	-	-	-	458	458	215
Audit fees	Direct	-	-	-	4,000	4,000	4,000
Other governance costs	Direct	-	-	-	(200)	(200)	4,637
Bursaries paid	Direct	-	43,150	-	-	43,150	43,000
Other sundry expenses	Direct	-	939	15,109	-	16,048	8,381
		-	1,148,788	497,849	4,258	1,650,895	1,262,975
Support costs	Staff time	-	497,849	(497,849)	-	-	
Governance costs	Staff time	-	4,258	-	(4,258)	-	
Total expenditure 2017		-	1,650,895	-	-	1,650,895	
Total expenditure 2016		57,718	1,205,257	-	-	1,262,975	

Support and governance costs refer to the costs involved in operational activity which support the delivery of the charitable aims. They are allocated on the basis of projected time spent by staff on each activity.

Of the total expenditure, £753,493 was unrestricted (2016: £358,380) and £897,402 was restricted (2016: £904,595).

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

6. NET (EXPENDITURE) / INCOME

	2017	2016
	£	£
This is stated after charging:		
Operating lease rentals on property	38,550	27,214
Depreciation of tangible fixed assets	11,730	10,982
Auditors' remuneration - audit services	4,000	4,000

During the year, no Trustees received any remuneration or any benefits in kind (2016 – Nil), and no Trustee was reimbursed for expenses (2016 – Nil).

7. STAFF COSTS

	2017	2016
	£	£
Employee costs during the period amounted to:		
Salaries	967,605	704,400
Social security costs	87,181	57,067
Pension costs	40,975	32,635
Health care costs	3,895	2,886
	<u>1,099,656</u>	<u>796,988</u>

The number of employees whose total employee benefits (excluding employer pension costs) for the reporting period amounted to over £60,000 was as follows:

	2017	2016
	No.	No.
£60,000 - £69,999	1	1
£100,000 - £109,999	1	-

The average monthly numbers of employees during the period were 26 (2016 – 25).

The total employee benefits including pension contributions of the key management personnel were £330,950 (2016: £211,000).

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

8. TANGIBLE FIXED ASSETS

	Computer Equipment	Fixtures Fittings & Equipment	Total
	£	£	£
COST			
At 1 April 2016	32,287	37,712	69,999
Additions	2,094	-	2,094
At 31 August 2017	34,381	37,712	72,093
DEPRECIATION			
At 1 April 2016	14,156	17,961	32,117
Charge for the period	6,463	5,267	11,730
At 31 August 2017	20,619	23,228	43,847
NET BOOK VALUE			
At 31 August 2017	13,762	14,484	28,246
At 31 March 2016	18,131	19,751	37,882

9. DEBTORS

	2017	2016
	£	£
Grants and contract debtors	202,643	162,300
Prepayments	16,993	17,536
Other debtors	8,186	13,840
	227,822	193,676

10. CREDITORS: Amounts falling due within one year

	2017	2016
	£	£
Trade creditors	12,004	13,509
Accruals	8,325	6,380
Taxation and social security	11,903	-
Deferred income	458,074	153,405
Other creditors	5,833	788
	496,139	174,082

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds 2017 £	Restricted Funds 2017 £	Total Funds 2017 £	Total Funds 2016 £
Funds Balances at 31 March 2017 are represented by:				
Current assets	799,286	781,046	1,580,332	1,649,194
Current liabilities	(4,000)	(492,139)	(496,139)	(174,082)
Total Net Assets	795,286	288,907	1,084,193	1,475,112

12. MOVEMENT IN FUNDS

	At the start of the year £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
Restricted funds:					
Aim 2 Attain	127,228	154,023	(116,092)	-	165,159
Alumni	35,000	-	-	(35,000)	-
BAML	-	23,143	(46,443)	23,300	-
Barclays- Enterprise	3,500	-	-	-	3,500
BOAML - Enterprise	90,125	-	-	(90,125)	-
Business mentoring	25,886	45,097	(52,388)	-	18,595
Conflict Resolution	5,370	-	-	-	5,370
Lloyds	-	122,488	(65,326)	(27,391)	29,771
Lloyds - Curriculum	6,003	-	-	(6,003)	-
Lloyds Public Speaking	3,438	-	-	(3,438)	-
NNP-Curriculum	61,582	28,240	(60,063)	-	29,759
Pathways to Apprenticeships	5,375	-	-	-	5,375
Pathways to Success	6,053	-	-	-	6,053
Phoenix	-	4,000	(15,005)	11,005	-
Post	-	75,621	(75,646)	25	-
Primary projects - Other	-	107,821	(144,653)	36,832	-
Subjects in the City	8,509	-	-	-	8,509
Work related learning	-	194,718	(177,877)	(25)	16,816
Total restricted funds	378,069	755,151	(753,493)	(90,820)	288,907
Unrestricted funds:					
Designated funds:					
Aim 2 Attain	100,000	-	-	-	100,000
Total designated funds	100,000	-	-	-	100,000
Genral funds	997,043	504,825	(897,402)	90,820	695,286
Total unrestricted funds	1,097,043	504,825	(897,402)	90,820	795,286
Total funds	1,475,112	1,259,976	(1,650,895)	-	1,084,193

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

13. PURPOSE OF RESTRICTED FUNDS

Aim 2 Attain

To provide a portfolio of aspiration and educational activities for pre and post-16 students in Tower Hamlets, designed to encourage our young people to consider the choice and opportunities open to them to further their education and training.

Business Mentoring

The Business Mentoring scheme aims to equip pupils with better understanding of career opportunities, develop their employability skills and widen their view of the opportunities available to them.

Lloyds - Curriculum

Various projects which are managed by Lloyd's Community Programme, an employee volunteer scheme run by Lloyd's on behalf of Lloyd's insurance market ("LCP"). Main projects include: Words and Numbers; Aiming Higher; and Sporting Chances

Primary Projects

Project aim is to improve the numeracy, literacy, IT skills and strategic thinking skills of young people while at the same time bring them into contact with role models from the world of work.

Conflict Resolution

The Ashurst Conflict Resolution Programme consists of an interactive workshop that uses restorative theatre to develop students':

- Communication, collaboration and problem-solving skills
- Ability to influence a situation through positive communication and behaviour
- Overall resilience, self-awareness and self-responsibility
- Leadership and assertiveness skills.

Pathways to Success

A project Supported by J.P. Morgan organises workshops for Post 16 students in Tower Hamlet Sixth Form Colleges and institutions. Volunteers work with young people helping them to prepare for life after Sixth Form College.

Pathways to Apprenticeships

A stand-alone careers event for 6th form pupils to learn about apprentice and higher-level apprentice opportunities from a range of different sector employers who host stands and workshops at the event.

PURPOSE OF RESTRICTED FUNDS (Continued)

Subjects in the City

A cross borough project funded by the City of London Corporation to support teachers to deliver a more work relevant curriculum. Business volunteers were paired with subject teachers to work together to produce curriculum teaching resources that reflect the jobs and skills in the City of London.

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

Alumni

A network of current and ex Tower Hamlets students who need support and advice on finding employment opportunities. Events are held throughout the year at various businesses to provide the social networking and connection opportunities that are beyond the reach of most of the borough's young people.

BAML – An enterprise and entrepreneurship programme restricted to delivery in 3 schools, Swanlea, Mulberry and Bow. The project ended last year and this year an impact evaluation was carried out as it had been running for 13 years.

Lloyds – A portfolio of programmes covering primary and secondary schools across the borough for Lloyd's Community Programme (LCP). The LCP is an umbrella organisation for the Lloyd's market of insurance companies. The funds cover a dedicated LCP relationship manager post at THEBP as well as directing funds to curriculum and employability projects.

Phoenix - A work related learning programme for students with Special Educational Needs who are all diagnosed with disorders on the Autistic Spectrum. The project includes employer visits, work placements and in school sessions.

Post 16 - Any activity related to 6th form work in Tower Hamlets Schools, principally preparing young people for life beyond school, developing aspirations and employability skills.

Work Related Learning – A suite of programmes to develop the employability skills of young people such as practice interviews, enterprise days and work themed conferences.

14. PURPOSE OF DESIGNATED FUNDS

Aim 2 Attain

During the period board of trustees designated sum of £100,000 towards Aim2Attain programme to ensure the project could be delivered for at least a further 12 months if THEBP is unable to secure funding for the project.

15. RECONCILIATION OF NET INCOME / (EXPENDITURE) TO NET CASHFLOW FROM OPERATING ACTIVITIES

	2017 £	2016 £
Net movement in funds for the reporting period (as per the statement of financial activities)	(390,919)	(441,276)
Depreciation	11,730	10,982
Interest, rent and dividends from investments	(8,638)	(11,801)
Losses on investments	-	-
(Loss)/ profit on the sale of fixed assets	-	-
(Increase)/ decrease in stock	-	-
(Increase)/ decrease in debtors	(34,146)	121,868
Increase/ (decrease) in creditors	322,057	(85,808)
Net cash provided by / (used in) operating activities	(99,916)	(406,035)

TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

Notes to the Financial Statements For the Period Ended 31 August 2017

16. ANALYSIS OF CASH AND CASH EQUIVALENTS

	At 1 April 2016	Cash flows	Other changes	At 31 August 2017
	£	£	£	£
Cash at bank and in hand	1,417,636	(93,372)	-	1,324,264
Total cash and cash equivalents	1,417,636	(93,372)	-	1,324,264

17. LEASE COMMITMENT

The charitable company signed a 5-year lease on office premises in East London in late summer 2013. The annual rent and service charges will be approximately £41,500 per annum.

The minimum annual rentals payable under the leases are as follows:

	2017 £	2016 £
Within 1 year	27,214	27,214
Within 2-5 years	27,214	54,428
	<u>£ 54,428</u>	<u>£ 108,856</u>

18. RELATED PARTY TRANSACTIONS

The charity does not engage in related party transactions directly with its trustees. Some trustees are employed by organisations which give financial support to the charity. The organisations for which the trustees work are shown on page 1. The funding provided is shown on Notes 3 and 4.

