

Registered Charity Number - 1105746
Company Registration Number - 4717124

**Nottingham and Nottinghamshire Voluntary and Community
Sector Learning and Skills Consortium**

Enable

(A Charitable Company Limited by Guarantee)

Annual Report and Financial Statements

31st July 2010

“To enable the voluntary and community sector to make a full and distinctive contribution to meeting the learning, skills and economic development needs within the communities of Nottinghamshire.”

Enable

Annual Report and Financial Statements For the 12 months ended the 31st July 2010

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Enable

Chairs Report 2010

Every year I seem to be talking about how we are responding to the changes government are implementing in the field of employment, learning and skills. Well a change of government has given us a whole new set to contend with.

I think Enable has positioned itself well by developing strong relationships at a local and national level with partners who can help us further our aims.

Nationally we have been invited to talk to Ministers to inform them of the impact of current policies and help shape those of the future. We have formed a Group Training Association for the 3rd sector. Fair Train is a partnership of third sector employers, membership organisations and training providers that will expand our apprenticeship offer and build on our work force development initiatives such as the Skills Pledge which 250 organisations have already signed up to through Enable.

Locally we successfully bid for the Nottinghamshire Future Jobs Fund contract supported by the county and district councils which has helped over 390 people access employment. Our staff has been seconded into Nottingham City Council to lead on the 14-19 Quality Improvement Plan. We were invited to sit on the new Nottinghamshire Joint Leaders Board and have helped with the formation of the Local Enterprise Partnership.

We aim to continually improve how Enable operates so this year we carried out a self assessment of our quality assurance systems, our finance management procedures and our governance. Whilst each was very positive we have an action plan to improve on our current position.

We have a new strategic plan that sets out what we hope to achieve over the next 3 years. I'm standing down as Chair but will be staying on the board and I look forward to supporting Don Hayes and the next Chair to lead us through the challenging times ahead.

Helen Voce

Chair of the Board of Trustees

21st December 2010

Enable

Report of the Board of Trustees For the 12 months ended the 31st July 2010 (Incorporating the Directors' report)

The Trustees submit their report and financial statements for the twelve months ended the 31st July 2010.

Objectives of Enable

The objectives of Enable as set out in the Memorandum and Articles of Association are to develop the capacity and skills of the members of the socially and economically disadvantaged communities of Nottingham and Nottinghamshire and environs, in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society, in particular by:

- Assisting such charities and voluntary organisations to play a full role in the local and national learning and skills agenda and to make the most effective use of funding opportunities;
- Providing support and guidance for charitable purposes by charities and voluntary organisations operating in the area of benefit;
- Providing high quality, vocational and non-vocational, learning opportunities.

Our Mission Statement

To enable the Voluntary and Community Sector to play a full and distinctive role in meeting the learning, skills and employment needs within the communities we serve within the East Midlands.

Our Aims

- To promote and facilitate information sharing, consultation and partnership development regarding learning, skills and employment with and within the Voluntary and Community Sector
- To provide high quality, integrated employment and skills programmes through a consortium of Voluntary and Community Sector providers.
- To promote, stimulate and facilitate informal learning that enriches the lives of individuals and communities.
- To meet the capacity building and continuing professional development needs of Voluntary and Community Sector learning and skills providers
- To ensure there is effective and sustainable infrastructure support for learning and skills within the Voluntary and Community Sector

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The main services provided and the progress against our aims in 2009/10

- *To promote and facilitate information sharing, consultation and partnership development regarding learning, skills and employment with and within the Voluntary and Community Sector*

Enable is now well established and recognised by funding and planning bodies, strategic partnerships and other agencies in Nottinghamshire as the key VCS infrastructure body to communicate with and consult with regarding learning, skills and employment.

The change of government and the need to reduce public expenditure is leading to a significant reshaping of the learning, skills and employment landscape at national and local level. Whilst there is much that is still unclear, Enable will need to ensure it is able to respond effectively to the new structures and arrangements that emerge in order to continue to support the needs of its member organisations.

We have continued to strengthen our regional profile, working closely with the consortia in the other counties in developing the East Midlands Learning and Skills Partnership and representing the sector on a number of regional strategic partnerships.

During the year Enable has increased its profile and involvement at national level. This has included becoming a founder member of Fair Train a national Group Training Association of employers in the Third Sector. In addition to this, we have been actively involved in discussions aimed at developing formal collaboration at national level between the leading voluntary and community sector consortia and others.

Locally, Enable has continued to represent the sector on the majority of relevant strategic partnerships and other groups. These have included both 14 -19 Partnership Boards, the Nottingham and Nottinghamshire Employment and Skills Board, the Nottinghamshire County Economic Development Board and the Joint Leadership Board. Whilst we have much less involvement in the equivalent partnerships in Northamptonshire, where they exist, stronger links have been developed with key stakeholders.

The employment of a Communications Officer has enabled us to greatly improve our effectiveness in providing members with up to date information about the changes, developments and opportunities within the learning, skills and employment arena.

- *To provide high quality, integrated employment and skills programmes through a consortium of Voluntary and Community Sector providers.*

There is now considerable capacity within Nottinghamshire's network of VCS learning providers to deliver learning that meets national standards, offers qualifications and progresses disadvantaged groups into or towards employment.

During the last year there have been fewer opportunities to tender for the delivery of the adult community learning programmes that have characterised the Consortium's offer than in previous years. This is a situation that is likely to continue in the short term and it is of concern that local provision and local capacity are both being lost.

Enable's management of consortium contracts remains a real strength with targets consistently achieved and audit requirements met.

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We have again successfully managed the Skills Funding Agency's Neighbourhood Learning in Deprived Communities contract. Twenty nine voluntary sector providers engaged 917 adults from disadvantaged groups across Nottinghamshire in a range of community based learning programmes, enabling them to improve their employability and gain a qualification relevant to the labour market.

A Greater Nottingham Partnership Job Preparation contract engaged 330 unemployed adults in learning programmes designed to improve their literacy and numeracy skills, with 222 learners gaining a qualification

In Northamptonshire 9 voluntary sector organisations are now delivering job preparation courses through a contract secured from Northamptonshire Enterprise Limited.

A regional Community Grants programme funded by the Skills Funding Agency has enabled us to support a wide range of small community groups in removing the barriers particular disadvantaged groups face with regard to entering the labour market. Two hundred small grants have been award for some very innovative activities and approaches that have engaged over 1500 people.

The Department of Work and Pensions' approach to procurement is to contract with a few very large 'prime contractors' who are able to manage significant cash flow pressures. Enable's strategy has been to develop partnerships with 'prime contractors' in order that local voluntary sector providers are able to secure satisfactory subcontracts. We continue to do this in relation to the coalition government Work Programme that will be launched in 2011.

With support from Nottinghamshire Partnership, we were successful with a tender to the Department of Work and Pensions for the Future Jobs Fund. At £5,245,500 this contract is considerably larger than any other contract we have secured. The contract provides temporary employment for 800 unemployed young people in jobs that provide a benefit to the community. Funding from Nottinghamshire County Council has enabled us to enhance our Future Job Fund offer with additional training and support.

Enable's role is to support voluntary and community sector providers to deliver learning and skills programmes in their communities rather than deliver these directly. Circumstances led us to deliver programmes directly in Worksop and we have proved to be very successful in this. Our project in Worksop delivers Flexible Routeways and New Deal though subcontracts with 'prime contractors' and has a high level of achievement with regard to job outcomes. We hope to develop this work further through the Work Programme.

Progress in securing appropriate contracts for Enable's consortium of 14-19 providers has been disappointing but during the year we have been successfully delivering one pre-16 and two post-16 contracts through involvement in Co-financing delivery partnerships. We expect this area of our work to grow over the next few years.

- *To promote, stimulate and facilitate informal learning that enriches the lives of individuals and communities.*

Through the Future Jobs Fund we have been able to provide Community Learning Champions projects in different communities across the county to promote and stimulate informal learning in the community.

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In 2010 we once again coordinated the Adult Learners' Week in Nottinghamshire and Northamptonshire. Both of these included very successful Cultural Diversity Days.

- *To meet the capacity building and continuing professional development needs of Voluntary and Community Sector learning and skills providers*

Enable is committed to building the capacity of voluntary and community sector organisations in order that they can effectively deliver learning and skills provision within their communities.

Funding available in previous years for capacity building activities has not been available and so we have sought to build this work within other contracts where possible and appropriate.

Support for Quality Improvement has been built into our core activities with ongoing support provided to all VCS organisations we contract with, our funding being conditional on their commitment to continuous improvement.

Through Enable's accreditation centre, an increasing number of VCS organisations are able to offer their learners access to accreditation, including national qualifications.

A number of preparation for teaching courses have been provided and been particularly well supported in Northamptonshire

- *To meet the Workforce Development needs within the Voluntary and Community Sector*

The Voluntary and Community Sector is a large employer in the region and makes a substantial contribution to the regional economy. Like other sectors, it has workforce training and development needs that require addressing if it is to thrive and grow and further contribute to the economic and social well-being of the region.

Enable aims to take the lead in supporting the workforce development needs within the Voluntary and Community Sector in Nottinghamshire and Northamptonshire and is working in partnership with the other learning consortia in the East Midlands on this agenda.

Through regional Skills Funding Agency contract, managed by Enable, 120 adults working employed or in a voluntary capacity within the sector have accessed an Apprenticeship programme.

We have recently secured an Apprenticeship contract for young people 16-18 years old with the aim of building the interest in Apprenticeships within the sector.

In addition, we are providing Level 3 qualifications in Volunteer Management across the region.

A regional Workforce Development contract with the Skills Funding Agency will lead to 500 voluntary and community sector organisations making the Skills Pledge to train and develop their workforce. With the support of 6 qualified Workforce Development Advisers now in place across the region, 300 organisations will carry out an internal Training Need Analysis.

- *To ensure there is effective and sustainable infrastructure support for learning and skills within the Voluntary and Community Sector*

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Enable is committed to ensuring management and infrastructure costs are continually reviewed in order that funding for learning via our Consortium members is maximised. However, to enable VCS organisations to be an equal partner in the planning and delivery of learning and skills within communities, it is essential that we are able to provide an infrastructure that is effective, robust and meets the needs of both VCS organisations and funders.

Over the last year we have further developed our processes and systems for the effective management of learning and skills contracts and this is now a strength with contracts consistently fully and successfully delivered.

We have continued to develop our use of our web-based Management Information System to process and analyse learner data and the consortium's performance.

Enable continues to benefit from the expertise and commitment of Directors/Trustees representing the key VCS infrastructure bodies and leading specialist VCS organisations. The Board is committed to providing high quality leadership and governance and has completed a self assessment to identify how it needs to further develop in order to ensure the organisation is able to meet the challenges it faces going forward.

Public Benefit Statement

The section above sets out Enable's aims and the priorities in the current 3 year plan and reports on the activity and successes in the year to the 31st Jul 2010, as well as explaining the plans for the current financial year. Enable's activities benefits:

1. Voluntary Sector learning providers by contracting with them to provide learning opportunities in their area. These organisations benefit from training and support to enable them to increase the quality and scope of their provision to their beneficiaries.
2. Individuals benefit from the provision of free learning opportunities. This increases their levels of skills and knowledge and enables them to access a greater range of employment opportunities.
3. The interaction between the governmental bodies and the voluntary and community sector in the East Midlands.

The Trustees have considered Public Benefit and concluded

1. That the aims of the organisation continue to be charitable;
2. That the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need;
3. That the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
4. That there is no detriment or harm arising from the aims or activities.

Plans for 2011 and beyond

A Strategic Plan for 2010-2013 is currently being produced and will set out the aims and objectives that the organisation will work towards. The new plan will reflect the changes within our business environment, Enable's progress to date and our vision of the future.

Our priorities for 2011 include:

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- Securing new contracts for adult learning and skills programmes that will enable the VCS to increase its contribution to local and national priorities and targets, as a Consortium.
- Ensuring our learning programmes develop the employability of people particularly disadvantaged in the labour market.
- Enabling the VCS to delivery of welfare to work programmes by contracting directly with Jobcentre Plus/DWP or through partnerships with Prime Contractors.
- Continuing to ensure all contractual targets are achieved, further demonstrating the effectiveness of our 'hub and spoke' consortium model.
- Increasing the scale and range of 14-19 provision delivered by the Consortium.
- Increasing the number of VCS organisations in North Nottinghamshire able to deliver our learning and employment programmes directly and consider alternative delivery arrangements where this is not possible.
- Further developing East Midlands Learning and Skills Partnership as the regional contracting, capacity building and infrastructure body for learning and skills.

Don Hayes MBE
Chief Executive / Company Secretary
21st December 2010

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Review of Financial Position

Enable ends its seventh year with a surplus of £94,628 for the 12 months ended the 31st Jul 2010, and the reserves stand at £315,234.

At the year end the cash position of £559,953 is greater than the prior year of £171,178. This is due to advance funding received ahead of contract delivery. The year end debtors figure of £260,393 is less than last year's figure of £388,120 and the majority of this consists of accrued income relating to monies owed to Enable which has all been received post year end. The year end creditors figure of £505,112 is slightly larger than last years figure of £338,692 and this is largely made up of the advance funding received ahead of contract delivery.

Enable in common with other voluntary sector organisations remains vulnerable to the possibility of funds being clawed back by funders at a later date following audit. Enable is not aware at the present time of any risk in regard to any of its current project.

Enable is as always grateful to its funders and in particular would like to thank the Learning and Skills Council in Nottinghamshire, One Nottingham and the Greater Nottingham Partnership, the Department of Work and Pensions and the East Midlands Development Agency.

There have been no accounting policy changes in the year.

Structure, Governance and Management

Governing Document

The Nottingham and Nottinghamshire Voluntary and Community Sector Learning and Skills Consortium was incorporated by guarantee on the 31st March 2003 (company registration number 4717124), and it operates under the name Enable. It does not have a share capital, and has obtained exemption under Section 30 of the Companies Act 1985 to dispense with the word limited as part of the company name. Charitable status was granted on the 6th September 2004 (registered charity number 1105746). The guarantee of each member of the Board is limited to £1. The governing document is the Memorandum and Articles of Association of the company and the members of the Board of Trustees are the Directors of the company. The company is currently based at the NVAC Building, 7 Mansfield Road, Nottingham, NG1 3FB.

Directors/Trustees

The Trustees also serve as Directors of the company and guarantee £1 each. Therefore, it is not possible for any Trustee to hold an interest in the shares of the company.

The minimum number of Trustees is eight and the maximum twenty chosen as follows:

- Up to eight persons elected by and from the membership at the Annual General Meeting;
- Up to eight persons nominated by designated lead bodies, one from each local authority district, invited to do so by the Board of Trustees;
- Up to four persons, who may be but need not be members of the Company, co-opted by the Board of Trustees for their appropriate skills and experience of benefit

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to Enable; the number of co-opted members at any time is a maximum of one-third of the total Board.

Chair	Ms. H. Voce	Ms. J. Jefferies
Vice Chair	Ms. G. Pearce	Mr. I. Newton
Treasurer	Mrs. S. Small	Ms. A. Marriott
	Ms. T. Cullen	Ms. L. Button
	Mr. B. A. Palmer	Ms. P. Wisher
	Ms. D. Caunt	Ms. J. C. Hughes

The Board may at any time fill casual vacancies by co-option. These appointments come to an end at the next Annual General Meeting on the 3rd March 2010. Mrs S Small is a co-opted trustee.

The Board of Trustees shall endeavour to ensure that the Board reflects the diverse needs and interests of the communities and geography of its members. Each Trustee is required to attend equality and diversity training on a regular basis. Enable seeks to identify areas of under representation on the Board and seeks to remedy this by requesting members to put forward appropriate candidates.

The honorary officers H Voce (Chair), G Pearce (Vice Chair) and S Small (Treasurer), will retire at the AGM and the Board will appoint these positions at the first Board meeting following the AGM.

The Board convenes six to eight times per year and holds additional strategic planning days. A finance sub committee meets to scrutinise accounting and other financial information to be presented to the Board. In addition other ad hoc committees are set up by Trustees and staff to fulfil changing operational requirements. Trustees actively link Enable into their stakeholder groups.

Once appointed the Trustees have a series of induction sessions which includes a discussion with the Chief Executive on Enables' activities, the receiving of information on the roles and responsibilities of company directors and Trustees, a copy of the Trustee handbook which details both Enables' structure and procedures, and regular presentations by staff members.

On appointment each Trustee signs a code of conduct and completes a register of interests. The latter is renewed annually. We are fortunate that the majority of our Trustees are drawn from voluntary sector organisations and do not require an induction to the sector and most of their training needs are met by their employer. Enable is an organisation that provides training through its member organisations and Trustees are actively encouraged to participate in appropriate training.

Enable Trustees have delegated management of Enable to the Chief Executive who reports on the performance against the strategic and operational plans approved by the Trustees.

Membership of Enable

Membership is open to any voluntary and community sector organisation that has an interest in the learning and skills field in Nottingham and its surrounding areas. The formal rights and obligations of membership have been reviewed, leading to requirement to reapply for membership.

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Risk Assessment

The Board of Trustees has been reviewing, during the year, the potential risks to which the charity is exposed, particularly business, operational and financial risks. The board are working towards producing procedures and reporting regimes to manage and reduce any identified risks. The funding is generally short term and the Trustees view is that the greatest risk to the organisation is continuation of such funding. Relationship with funders and ongoing bids for funds based on quality of work done by Enable, together with regular monitoring, is the principal mitigation of this risk.

Management and Staffing

The Chief Executive, Don Hayes, has responsibility for planning and developing the services and strategies for Enable within clear policies and protocols set by the Trustees. The Chief Executive ensures that the staff team is recruited and supported to provide the skills and expertise to run a specialist organisation like Enable.

Statement of Trustee's Responsibilities

The trustees are responsible for preparing the trustees' annual 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 that give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. In preparing those 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;
- make judgments and 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 accounting records that 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.

The trustees are responsible for the maintenance and integrity of the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements and other information included in annual reports may differ from legislation in other jurisdictions.

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Advisors

Bankers:

Unity Trust Bank plc
9 Brindleyplace
Oozells Square
Birmingham
B1 2HB

Auditors:

PKF (UK) LLP Chartered Accountants
Regent House
Clinton Avenue
Nottingham
NG5 1AZ

Reserves Policy

The Trustees have examined Enable's requirement for available reserves and estimate that £600,000 in general unrestricted reserves would be needed in order to:

- Be able to meet our obligations to vulnerable clients when funding streams are abruptly terminated.
- Covers amounts that would be owed to providers and staff in the event of a termination or reduction of activities.
- Meet arising liabilities that are not covered by project funding.
- Cover short term funding requirements (for instance where an up front amount of expenditure is needed to start a project).
- Provide cover against termination costs of a project.
- Provide working capital in the event that grant income is delayed.
- Demonstrate financial stability in order to be able to be successful in bidding for large scale projects.
- Pilot development projects.

Enable currently has £315,234 in reserves (£220,606 in 2009) which represents 52.5% of the required level of reserves.

Basis of Preparation

The trustees at the date of approval of this report confirm that:

So far as each of the trustees at the time of this report are aware there is no relevant audit information of which the auditors are unaware; and each of the trustees 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 this information.

This report and the financial statements have been prepared in accordance with the special provision of the Companies Act 2006 relating to small companies. Approved by the Board of Trustees and authorised for issue on 20th December 2010

Helen Voce

Chair of the Board of Trustees
21st December 2010

Nottingham and Nottinghamshire Voluntary and Community Sector Learning and Skills Consortium

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF NOTTINGHAM AND NOTTINGHAMSHIRE VOLUNTARY AND COMMUNITY SECTOR LEARNING AND SKILLS CONSORTIUM

We have audited the financial statements of Nottingham and Nottinghamshire Voluntary and community Sector Learning and Skills Consortium for the year ended 31 July 2010 which comprise the statement of financial activities, the summary income and expenditure account, the balance sheet and the related notes. The financial statements have been prepared under the accounting policies set out therein.

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 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 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 auditors

The responsibilities of the trustees (who are also the directors of the company for the purposes of company law) for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom accounting standards ('United Kingdom Generally Accepted Accounting Practice') and for being satisfied that the financial statements give a true and fair view are set out in the statement of trustees' responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and have been prepared in accordance with the Companies Act 2006. We also report to you whether in our opinion the information given in Report of the board of trustees is consistent with those financial statements.

In addition we report to you if, in our opinion, the charity has not kept adequate accounting records, if the charity's financial statements are not in agreement with those accounting records, if we have not received all the information and explanations we require for our audit or if certain disclosures of trustees' remuneration specified by law are not made.

We read other information contained in the annual report and consider whether it is consistent with the audited financial statements. This other information comprises only Report of the board of trustees and the Chairs message. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to other information.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustees in the

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preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion:

- the financial statements give a true and fair view of the state of the charity's affairs as at 31 July 2010 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- the financial statements have been prepared in accordance with the Companies Act 2006; and
- the information given in Report of the board of trustees is consistent with the financial statements.

Roger Merchant

Senior statutory auditor

For and on behalf of PKF (UK) LLP, Statutory auditors

Nottingham

05 January 2011

Nottingham and Nottinghamshire Voluntary and Community Sector Learning and Skills Consortium

**Statement of Financial Activities
(Incorporating the Income and Expenditure Account)
12 months ended 31 July 2010**

	Notes	Unrestricted Funds 2009 / 10 £	Restricted Funds 2009 / 10 £	Total 2009 / 10 £	Total 2008 / 09 £
Incoming resources					
Incoming resources from charitable activities		3,475,765	115,458	3,591,223	1,914,900
Total incoming resources		<u>3,475,765</u>	<u>115,458</u>	<u>3,591,223</u>	<u>1,914,900</u>
Resources expended					
Direct activities - Direct project costs		2,591,581	97,493	2,689,074	1,266,323
Direct activities - Salaries and similar costs		543,098	23,719	566,817	421,746
Direct activities - Office running costs		180,855	6,136	186,991	141,073
Total direct activities costs		<u>3,315,534</u>	<u>127,348</u>	<u>3,442,882</u>	<u>1,829,142</u>
Governance costs		53,713	-	53,713	34,738
Total resources expended		<u>3,369,247</u>	<u>127,348</u>	<u>3,496,595</u>	<u>1,863,880</u>
Net incoming/outgoing resources before transfers		106,518	(11,890)	94,628	51,020
Transfers between funds	8	(11,890)	11,890	-	-
Net movement in funds	2	<u>94,628</u>	<u>-</u>	<u>94,628</u>	<u>51,020</u>
Funds b/fwd as at 1st Aug 2009		220,606	-	220,606	169,586
Funds c/fwd as at 31st Jul 2010	10	315,234	-	315,234	220,606

This report and the financial statements have been prepared in accordance with the special provision of the Companies Act 2006 relating to small companies.

The financial statements were approved and authorised by the Board on 21st December 2010

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Balance Sheet
Company Registration 4717124
12 months ended 31 July 2010

	Notes	2009 / 2010		2008 / 2009	
		£	£	£	£
Current assets					
Debtors	5	260,393		388,120	
Cash at bank and in hand	7	<u>559,953</u>		<u>171,178</u>	
			820,346		559,298
Creditors:					
Amounts falling due within one year	6		505,112		338,692
			<u>315,234</u>		<u>220,606</u>
Capital and reserves					
Unrestricted funds	10		285,700		155,337
Designated unrestricted funds	10		29,534		65,269
Restricted funds	10		-		-
			<u>315,234</u>		<u>220,606</u>

This report and the financial statements have been prepared in accordance with the special provision of Companies Act 2006 relating to small companies.

The financial statements were approved and authorised by the board on 21 December 2010

Helen Voce
 Chair of the Board of Trustees
 21st December 2010

ENABLE – Notes to the Financial Statements

Note 1

ACCOUNTING POLICIES

Basis of preparation of Financial Statements

The financial statements have been prepared under the historical cost convention and in accordance with the Charities SORP 2008 and the Financial Reporting Standards for Smaller Entities (effective April 2008).

Attribution of Income and Expenditure

Income comprises the value of grants received or due and invoiced value of services supplied by Enable.

Expenditure is attributable to the period, on a time based matching principle to include all accruals and payments made by Enable.

Governance costs

Governance costs are deemed to comprise the costs of audit and preparation of the Financial Statements, costs of Trustees meetings, Trustees expenses, legal advice to Trustees and strategic planning. These costs include an apportionment of management time where appropriate.

Pensions

Enable contributes up to 5% of gross salary to a money purchase scheme nominated by staff members to match contributions made by them. The pension charge in the accounts represents the amounts payable by Enable in respect of the year. There are four staff members for whom retirement benefits are accruing under such schemes at the 31st July 2010.

Taxation

Enable has charitable status and no tax liability arises.

Fixed Assets

Items of expenditure of less than £5,000 are expensed to the Statement of Financial Activities in the year in which they are incurred.

Accounting Reference Date

There has been no change to Enable's accounting reference date and the accounts presented here are made up of the twelve months which ended on the 31st July.

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Notes to the financial statements

Note 2

Net Movement in Funds

The net movement in funds is stated after charging:

	2010	2009
Audit Fees	4,000	4,000

Note 3

Trustee's Emoluments and Benefits

	2010	2009
Aggregate of Trustees emoluments and other benefits.	NIL	NIL

Note 4

Staff Costs

No staff have received emoluments over £60,000 during the year

	2010	2009
Average number of employees (full time equivalents)	21.0	14.5

Salaries	490,507	362,989
Social security costs	45,134	33,983
Pension costs	6,388	1,744
	542,029	398,716

Note 5

Debtors

all amounts due within one year

	2010	2009
Trade debtors	64,255	316,540
Accrued income	184,832	52,812
Prepayments	11,306	18,768
	260,393	388,120

Note 6

Creditors

amounts falling due within one year

	2010	2009
Trade creditors	9,406	155,077
Accruals	104,565	68,053
Grants in advance	391,141	115,562
	505,112	338,692

Note 7

Cash at Bank

Bank balances at the period end

	2010	2009
Ideal Custom Account	116,168	71,178
Ideal Reserve Account	25,000	100,000
Future Jobs Fund Deposit Account	418,785	-
	559,953	171,178

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Note 8

Accounting Treatment of Funds

Unrestricted Funds

These funds are available for the Trustees to apply for the general purposes of the charity as set out in its Memorandum of Association. The Trustees may set aside part, or all of the charity's unrestricted funds to be used for particular purposes in the future.

Designated Funds

These funds are Unrestricted Funds that have been set aside to further Enable's aims which include developing Enable's capacity to respond to an increasing regionalised agenda over the next three years ending in 2011. This year's movement of £35,735 is for regional development activity.

	Bal b/fwd at 01 Aug 2009	Transfers between funds	Bal c/fwd at 31 Jul 2010
Designated unrestricted funds	65,269	(35,735)	29,534

Restricted Funds

These are funds that can only be applied for particular purposes, which are usually specified by the funder. They must be accounted for separately.

	Ref	Bal b/fwd at 01 Aug 2009	Surplus / (Deficit)	Transfers between funds	Bal c/fwd at 31 Jul 2010
GNP Skills For Life	D47	-	(11,890)	11,890	-
NEL Job Preparation	D72	-	-	-	-
		-	(11,890)	11,890	-

Note 9

Trustees Expenses and Related Party Transactions

Trustees are allowed to claim any expenses necessarily incurred in carrying out their duties. During the year no such expenses were claimed or paid other than the provision of refreshments during meetings. Trustees, as members of Enable are entitled to attend training courses.

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Note 10

Statement of Funds

	Bal b/fwd at 01 Aug 2009	Surplus / (Deficit)	Transfers between funds	Bal c/fwd at 31 Jul 2010
	£	£	£	£
General Unrestricted Funds	155,337	106,518	23,845	285,700
Designated Unrestricted Funds	65,269	-	(35,735)	29,534
Restricted Funds	-	(11,890)	11,890	-
Total Funds	220,606	94,628	-	315,234

Note 11

Contingency

A number of funders make contract payments dependent on detailed submissions made by Enable. They reserve the right to audit these submissions, retrospectively, and insist that information is recorded in particular formats. Enable makes every effort to comply with funders requirements and to maintain the specified records but there is a risk that, at audit, some grants may be disallowed. Enable is not aware of any risk in this respect.

Note 12

Analysis of Net Assets Between Funds

	Unrestricted Funds	Designated Funds	Restricted Funds	Totals 2010
	£	£	£	£
Debtors	225,251	-	35,142	260,393
Cash at Bank and in Hand	519,316	29,534	11,103	559,953
Creditors	(458,867)	-	(46,245)	(505,112)
Total Funds	285,700	29,534	-	315,234