

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

Enable

(A Charitable Company Limited by Guarantee)

Annual Report and Financial Statements

31 July 2008

“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.”

Registered Charity Number - 1105746

Company Registration Number - 4717124

**Enable, Voluntary Action Centre, 7 Mansfield Road, Nottingham, NG1 3FB
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Enable

Registered Charity Number - 1105746

Our Mission

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.

Our Aims

- To establish the Consortium as the recognised channel for consultation and partnership development with and within the Voluntary and Community Sector (VCS).
- To provide high quality, learner centred learning and skills programmes through a consortium of VCS providers.
- To meet the capacity building and continuing professional development needs of VCS learning providers
- To establish a countywide voluntary and community sector Workforce Development hub
- To establish the Consortium as a sustainable and effective infrastructure organisation for learning and skills.

Enable

Annual Report and Financial Statements For the 12 months ended 31 July 2008

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Nottingham and Nottinghamshire Voluntary and Community Sector Learning and Skills Consortium

Enable

Chairs Report 2008

I am proud to be the Chair of an organisation that is helping the sector to access mainstream resources to deliver some really innovative learning opportunities in our city and county. I know we have received criticism sometimes for the money we need to retain to allow the hub to function and we continually examine this to ensure we stay as lean as possible. I believe we have negotiated some good deals for the sector and secured resources that would not have been possible without our collective voice through the consortium.

We are now working across the region to strengthen the sectors role in the field of learning and skills including offering an Adult Apprenticeship programme for people in the sector.

We had huge success in establishing a new model to engage learners through using local people as champions. This helped us successfully establish partnership arrangements with a private sector company who supports people into work. This will enable the sector to secure funding for peer style work like this to continue.

I would like to thank Don and the team who continue to develop the organisation to make sure the sector is positioned to take advantage of new opportunities as well as retain existing work.

If you have thoughts about how enable should be developing its work into the future please contact us as we are currently putting together our strategic plan for the next 3 years.

Helen Voce
Chair of the Board of Trustees
9th February 2009

Nottingham and Nottinghamshire Voluntary and Community Sector Learning and Skills Consortium

Enable

Report of the Board of Trustees For the 12 months ended 31 July 2008 (Incorporating the Directors' report)

The Trustees submit their report and the financial statements for the twelve months ended 31 July 2008. The prior period is for the sixteen months ended 31 July 2007.

Principal achievements for the 12 months ended 31 July 2008

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:

- (a) 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;
- (b) Providing support and guidance for charitable purposes by charities and voluntary organisations operating in the area of benefit;
- (c) Providing high quality, vocational and non-vocational, learning opportunities.

Our Mission Statement

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 Nottingham and Nottinghamshire.

Strategic Plan

Enable has a strategic plan that sets out how it will achieve its mission. The plan which was established through consultation with Trustees, staff, members and stakeholders covers the period 2005-08 and therefore the period covered by this Annual Report. A new strategic plan is being produced and will be published prior to the next AGM in February 2009.

Main services provided and progress against aims in 2007/8

Aim 1: Establish the consortium as the recognised channel for consultation and partnership development with and within the voluntary and community sector.

- The Consortium is now established with many funding and planning bodies, strategic partnerships and other agencies locally and regionally as the VCS network to communicate with and consult with regarding learning, skills and employment.

The recent restructuring of government departments, including the creation of the Department for Innovation, Universities and Skills and the Department for Children, Schools

and Families will require the organisation to strengthen links with Local Authorities and the new Skills Funding Agency.

- Membership has remained generally static over the last year at approximately 350 organisations. However, during the year we introduced a new membership process and different strands of membership with all organisations invited to renew their membership. Currently not all membership forms have been returned.
- We have continued to facilitate general members' meetings and issue specific groups to ensure VCS organisations get up to date information and are able to develop partnerships both within the sector and with external organisations.

During 2007/08 general members' meetings and issue specific group meetings were held at different venues around the county. Attendance has remained unpredictable and often lower than hoped. This can partly be attributed to a need to improve how and when these meetings are notified but we also recognise that our members have a limited capacity to attend meetings and that there should be other ways for them to be fully informed and involved.

Our plan was to increase our outreach but this has not been achieved.

- Information continues to be provided regularly to member organisations via our website and more recently through the introduction of a Blog.
- We have continued to enable VCS organisations to access funding and planning bodies, government agencies and strategic partnerships by inviting key agencies to our meetings to provide updates and by circulating information from external agencies via our website.
- We have enabled the VCS to have a voice by ensuring we have a place on the majority of relevant learning and skills partnerships in Nottinghamshire. This has increased awareness of the role the VCS can play within the learning, skills and employment field and has led to funding being secured for community led provision.

We need to be more effective in consulting with the sector regarding specific government policies or the strategies of funding and planning bodies.

- We need to review our role regarding advocacy i.e. whilst it could be said that we advocate on behalf of VCS organisations we are not viewed as advocates on behalf of the communities our members serve i.e. the needs of learners and non-learners. We need to establish whether this is a key role for Enable and if so how this will be executed.
- We have significantly strengthened our regional profile and are recognised by various agencies as the leading VCS organisation for learning and skills in the East Midlands.
- In responding to increasing regionalisation we have continued to work with the Consortia in the other counties within the region to increase collaboration this has included successfully tendering for two regional contracts and the development of a regional website.
- The ability of the VCS to collaborate and compete effectively within an increasingly regionalised framework is dependent on there being a strong VCS Consortium in each of the counties able to support local VCS involvement whilst working as an equal member of the region VCS Learning and Skills Partnership.

During the year financial difficulties led to the closure of the Northamptonshire Consortium and Enable were invited to establish a new Learning and Skills Consortium. An office has now been opened in Wellingborough and an event to launch the new Consortium held.

This development will strengthen Enable's position across the region as well as that of the regional VCS Learning and Skills Partnership.

- In addition to further strengthening links with the Regional Office of the LSC, the Regional Employment Skills and Productivity Partnership (ESP) and other regional bodies, productive links have now been established with the Regional Office of Jobcentre Plus.
- We have maintained working links with NIACE, LLUK and the National 3rd Sector Leadership Centre but need to further increase our national profile.
- Whilst Enable is now one of the leading specialist infrastructure bodies for the VCS in Nottinghamshire and is playing an increasing role regionally our role is not yet fully embedded within the work of the general county and regional VCS Infrastructure Consortia.

Aim 2: Provide high quality, learner centred, learning and skills programmes through a consortium of VCS providers.

- The Voluntary and Community Sector has a distinctive role to play in the learning, skills and employment arena, particularly in engaging the most disadvantaged groups. There is now a considerable capacity within Nottinghamshire's network of VCS learning providers to deliver learning that meets national standards and offers qualifications. Enable has played an important role in developing this capacity and continues to do so.
- Through a range of LSC, One Nottingham and Greater Nottingham Partnership contracts we have funded 36 VCS organisations to provide learning opportunities within communities with a high level of deprivation.
- Over 1750 learners have participated in these programmes with over 1000 achieving a national qualification or OCN certificate.
- Enable's provision is now closely aligned with the national and local priorities concerning worklessness and unemployment.
- Outside the city there remains a lack of VCS organisations able to deliver our learning programmes and therefore we need to increase our efforts to engage and support potential providers in these areas.
- The Voluntary and Community Sector can also make a very valuable contribution to meeting the needs of young people aged 14-19 who are not in education, employment and training and those not thriving within the school environment. Enable's membership includes a significant number of learning providers able to provide innovative and engaging learning provision for young people.
- Progress in securing appropriate contracts for Enable's Consortium of Young Persons' Providers has been disappointing. Much work needs to be done to secure the support of funders and the local authority led Children's Services.

Our Pre-E2E programmes delivered by 6 VCS organisations have provided innovative learning opportunities for 110 young people 16-19 and a Teenage Pregnancy project supported the continuing learning of 27 young people.

- A joint Enable and Connexions project to encourage schools to purchase learning programmes from VCS providers for young people needing alternative learning solutions culminated in a successful event held at the National Ice Stadium.
- A strong feature of our work over the last year has been the co-ordination of Learning Champions projects delivered in some of the most deprived communities in Nottinghamshire by local VCS organisations. These projects have employed local residents as role models to encourage and support an increase local participation in learning and employability programmes.
- Our Bassetlaw Learning Champions project has continued to build on previous successes and supported 128 local people from disadvantaged communities with their job search, 78 into learning opportunities and 54 into employment or volunteering.
- In Newark we established a Learning Champions project on an estate with a high level of deprivation. Over a six month period 13 local residents gained employment and 30 enrolled on learning programmes.
- We co-ordinated the delivery of 6 area based Learning Champions projects in the most deprived areas of Nottingham City.

14,500 local residents from disadvantaged groups were contacted with over 2500 engaged and supported to take up learning or pre-employment activities.

- Whilst significant progress has been made in developing a Consortium of quality VCS learning providers able to deliver on national and local priorities and win contracts, we are working with an increasingly competitive market.
- Tendering has increasingly been carried out at regional level. Large national private providers are increasingly securing business previously the domain of local organisations. In particular, the Department of Work and Pensions' procurement model of 'Prime Contractors' significantly disadvantages not only local VCS providers but established consortia such as Enable.

We have accordingly been pro-active in seeking partnerships with national, private sector 'Prime Contractors'. This approach led to Enable establishing a partnership with Working Links' that successfully tendered to DWP for a major contract to tackle worklessness.

This contract builds on the success of the Learning Champions projects and will support local VCS organisations to engage people inactive in the labour market and assist their progression towards employment.

Aim 3: Meet the capacity building and continuing professional development needs of VCS learning providers.

- Enable is committed to building the capacity of VCS organisations in order that they can appropriately contribute to meeting the learning, skills and employment needs within their communities via publicly funded learning and skills provision.

- 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.
- We have supported VCS organisations with funding to secure new up-to-date resources to enhance their delivery of learning or establish new learning programmes. 25 organisations accessed this funding for the benefit of over 900 learners.
- We are concerned that we have not been able further support the continued professional development of staff delivering and supporting learning within the sector and will continue to seek opportunities to secure funding for this work.

Aim 4: Establish a countywide voluntary and community sector workforce development hub.

- Enable aims to be the lead body supporting the workforce development needs within the VCS in Nottinghamshire and is working in partnership with the other VCS learning consortia in the other East Midlands counties on this agenda.
- Through a Greater Nottingham Partnership contract, 10 organisations were supported to develop organisational training plans and 39 workers progressed towards higher level skills with 15 achieving ILM management qualifications at level 3 or above.
- Workforce Development Forums have been held and relevant information is being provided via Enable's website.
- Enable has worked in partnership with West Nottinghamshire College to customise and launch a Foundation Degree in Business Management. Learners are now entering their second year, with a new tranche of learners due to commence in January 2009.
- The successful collaboration between Enable and the National 3rd Sector Leadership Centre led to two regional Leadership Forums and the National Conference being held in Nottinghamshire in 2007. This led to the Directory for Social Change choosing Enable as its promotional partner to deliver contracting and procurement training for the region in 2008.
- A countywide web portal has been established to promote easy access to the wide range of development opportunities available to the sector by the sector.
- To increase our support in meeting the sector's workforce development needs, contracts to deliver the government's main employer responsive training programme, Train To Gain are being negotiated for both Nottinghamshire and Northamptonshire.
- Through a regional LSC contract we will be providing a unique Adult Apprenticeship programme for employees and volunteers within the sector.

- The VCS is a significant employer in Nottinghamshire and a major contributor to the local economy. A co-ordinated approach to meeting the sector's workforce development needs is required and Enable is best placed to facilitate.

Aim 5: Establish Enable as a sustainable and effective infrastructure organisation for learning and skills.

- 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.
- The staff team has been strengthened and existing staff have further developed their skills and knowledge through a range of training activities and our Investor in People recognition was successfully renewed.
- We need to more effectively collect feedback from our members about how we can improve our services.
- Enable continues to benefit from the expertise and commitment of Directors/Trustees representing the key VCS infrastructure bodies and leading specialist VCS organisations.

Plans for 2009 and beyond

Enable's Strategic Plan 2005-2008 set out the aims and objectives that the organisation would work towards. These remain relevant and appropriate. A Strategic Plan for 2009-2011 is currently being drafted following staff and Board events and consultation with members. The new plan will reflect the changes within our business environment, Enable's progress to date and vision for the future.

Our main priorities for 2009-2010 will include:

- Secure 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 all the Consortium's contractual targets are met in order to further demonstrate the effectiveness of the 'hub and spoke' consortium model.
- Increasing the involvement of VCS organizations in the delivery of pre and post 16 learning programmes for young people through E2E and pre-E2E programmes and partnerships with schools.

- Ensuring our learning programmes develop the employability of people in the community who are disadvantaged in the labour market.
- Enabling the VCS to increase its involvement in the delivery of programmes designed to reduce unemployment and worklessness by developing partnerships with 'Prime Contractors' and Jobcentre Plus.
- Increasing the number of VCS organizations in North Nottinghamshire able to deliver our learning and employment programmes directly.
- Continuing to give quality improvement a high priority and particularly improving learner feedback processes and our effectiveness in measuring retention and achievement.
- Developing our partnership arrangements with all relevant Nottinghamshire VCS infrastructure organizations.
- Playing a lead role in developing the East Midlands VCS Consortia Partnership's ability to respond to the regional employment, skills and learning agenda.
- Developing the VCS Learning and Skills Consortium in Northamptonshire so that it is able to play an effective role locally and regionally.
- Providing workforce development support to VCS organizations including access to tailored Train to Gain opportunities, Adult Apprenticeships and Leadership and Management.
- Securing resources and establishing partnerships to enable VCS organisations to build their capacity to meet the learning, skills and employment needs within their communities, particularly with regard to communities where there is currently a lack of community based learning and employment provision.
- Providing programmes and activities that support the continued professional development of VCS staff involved in the delivery of learning, skills and employment programmes.
- Implementing effective processes for getting comprehensive feedback about all our services.
- Strengthening our relationships with key agencies locally and regionally, including local authorities.

Don Hayes

Chief Executive / Company Secretary

9th February 2009

Review of Financial Position

Enable has a modest surplus for the 12 month period of £107,266 against £159,042 achieved at the end of last year's 16 month period. Add this to the fund brought forward of £319,775 and Enable has funds available of £427,041. This is Enable's fifth year of activities and it is making slow and steady steps to build sufficient reserves to safeguard its future and thus its vision for enabling the voluntary and community sector to play an ever increasing role in the learning and skills sector. During the year, work has begun on enable's regional capabilities, which is backed by the £100,000 designated unrestricted fund set aside from last year's accounts.

Net assets amount to £427,041 compared with £319,775 at the end of 2007. The cash position was £251,988 at 31 July 2008 as against £452,098 at the previous year-end.

Enable are as ever grateful to their funders in particular the Learning and Skills Council in Nottinghamshire, One Nottingham and the Greater Nottingham Partnership.

There have been no accounting policy changes since last year; however the change in accounting periods has reduced our grants in advance, with many of the projects now ending on or before the year end.

Structure, Governance and Management

Governing Document

Nottingham and Nottinghamshire Voluntary and Community Sector Learning and Skills Consortium was incorporated by guarantee on 31 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 6 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 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 Director 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 to Enable; the number of co-opted members at any time is a maximum of one-third of the total Board.

The current Trustees who served throughout 2007/08 are:

Chair:	Ms. H. Voce	Nottingham CVS
Vice Chair:	Mr. M Newstead	Bassetlaw CVS
	Ms. J. C. Hughes	Newark & Sherwood CVS
	Ms. T. A. Cullen	Young Potential
	Mr. B. A. Palmer	VACOF
	Dee Caunt	Notts Dyslexia Association
	Jill Jefferies	Framework Housing
	Ian Newton	As from 22 Nov 2006
	Janice Knight	As from 22 Nov 2006
	Linda Fitzgerald	As from 22 Nov 2006
	Mr. J. Smith	As from AGM on 30 Jan 2008
	Mrs. S. Small	Nottingham CVS
	Ms. P. Wisher	As from AGM on 30 Jan 2008
	Alyson Marriott	Nottingham Mencap
	Stewart Anthony	

There were no Trustees who served and resigned during 2007/08.

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 25 Feb 2009. No Trustees have so far been appointed in this manner.

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), M Newstead (Vice Chair) 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.

Risk Assessment

The Board of Directors/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 Directors/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 Directors/Trustees. The Chief Executive insures that the staff team is recruited and supported to provide the skills and expertise to run a specialist organisation like Enable.

A Finance and Operations Manager has now been in post for nearly two years, working closely with the Chief Executive to ensure the promotion and operation of robust financial systems going forward, that can grow with the organisation.

Statement of Trustee's Responsibilities

The Trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees are required to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). The financial statements are required to give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity, including its 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;
- 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 Directors/Trustees are responsible for keeping proper 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 1985. 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 corporate and financial information included on the company'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.

Basis of Preparation

This report and the financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to smaller companies.

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 Enables' requirement for available reserves and estimates that 12 weeks reserves would be needed in order to:

1. Be able to meet our obligations to vulnerable clients when funding streams are abruptly terminated.
2. Meet arising liabilities that are not covered by project funding.
3. Cover short term funding requirements (for instance where an up front amount of expenditure is needed to start a project).
4. Provide cover against termination costs of a project.
5. Provide working capital in the event that grant income is delayed.

However, as a growing organisation there are 13 weeks of unrestricted reserves as at the 31 July 2008. (9.3 weeks at 31 July 2007).

Approved by the Board of Directors/Trustees and authorised for issue on 9th February 2009

Helen Voce

Chair of the Board of Trustees
9th February 2009

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 period ended 31 July 2007 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 section 235 of the Companies Act 1985. 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 Directors/Trustees and auditors

The responsibilities of the Directors/Trustees (who are also the directors of the company for the purposes of company law) for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom accounting standards ('United Kingdom Generally Accepted Accounting Practice') 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 and have been properly prepared in accordance with the Companies Act 1985. We also report to you whether in our opinion the information given in the Trustees' report is consistent with the financial statements.

In addition we report to you if, in our opinion, the charity has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding Trustees' remuneration and other transactions is not disclosed.

We read other information contained in the annual report and consider whether it is consistent with the audited financial statements. The other information comprises only [the Trustees' report and chairs report. 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 any 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 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, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of the charity's affairs as at 31 July 2008 and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;
- the financial statements have been properly prepared in accordance with the Companies Act 1985; and
- the information given in the Trustees' report is consistent with the financial statements.

PKF (UK) LLP

Registered Auditors

Nottingham, UK

Date:

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

**Statement of Financial Activities (Incorporating Income and Expenditure Account)
12 months ended 31 July 2008**

	notes	Unrestricted Funds		Restricted Funds		Total	
		12 months	16 months	12 months	16 months	12 months	16 months
		2007/08	2006/07	2007/08	2006/07	2007/08	2006/07
		£	£	£	£	£	£
Incoming Resources							
Incoming resources from charitable activities:							
Direct activities		1,383,516	2,534,089	1,050,696	318,380	2,434,213	2,852,469
Total Incoming Resources		1,383,516	2,534,089	1,050,696	318,380	2,434,213	2,852,469
Resources Expended							
Charitable activities:							
Direct activities -							
Direct Project Costs		995,830	1,629,613	819,933	244,444	1,815,764	1,874,057
Salaries and similar costs		232,748	411,575	141,416	34,322	374,164	445,897
Office running costs		88,121	293,154	25,879	39,614	114,000	332,768
Total on charitable activities		1,316,699	2,334,342	987,228	318,380	2,303,928	2,652,722
Governance costs		23,019	40,705	-	-	23,019	40,705
Total Resources Expended		1,339,718	2,375,047	987,228	318,380	2,326,947	2,693,427
Net Incoming/Outgoing Resources Before Transfers		43,798	159,042	63,468	-	107,266	159,042
Transfers Between Funds							
Net movement in funds	2	43,798	159,042	63,468	-	107,266	159,042
Fund Balances brought forward at 1 August 2007		319,775	160,733	-	-	319,775	160,733
Fund Balances carried forward at 31 July 2008	10	363,573	319,775	63,468	-	427,041	319,775

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

Balance Sheet as at 31 July 2008

	notes	2007/08		2006/07	
		£	£	£	£
CURRENT ASSETS					
Debtors	5	423,687		125,358	
Cash at Bank and in Hand		251,988		452,098	
		-----		-----	
			675,676		577,456
CREDITORS:					
amounts falling due within one year	6		248,634		257,681
			-----		-----
Net Current assets			427,041		319,775
			=====		=====
CAPITAL AND RESERVES					
Unrestricted Fund	10		263,573		219,775
Designated Unrestricted Funds	10		100,000		100,000
Restricted Funds	10		63,468		-
			-----		-----
			427,041		319,775
			=====		=====

The financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies.

The financial statements were approved and authorised by the Board on 9th February 2009

Helen Voce
Chair of the Board of Trustees
9th February 2009

ENABLE

NOTES TO THE FINANCIAL STATEMENTS

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 2005 and the Financial Reporting Standards for Smaller Entities (effective January 2007).

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 Directors/Trustees meetings, Directors/Trustees expenses, legal advice to Directors/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 two staff members for whom retirement benefits are accruing under such schemes at 31 July 2008.

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 are made up to the 31st July. This now mirrors the academic rather than the financial calendars.

ENABLE

NOTES TO THE FINANCIAL STATEMENTS

2. Net Movement in Funds

The net movement in funds is stated after charging:

	2008	2007
	£	£
Audit Fees (accrued)	4,113	5,884

3. Directors'/Trustees Emoluments and Benefits

No director/trustee accrued any benefits under a pension scheme

	2008	2007
	£	£
Aggregate of Directors'/Trustees emoluments and other benefits as defined in paragraph 1 of schedule 6 of the Companies Act 1985	NIL	NIL

4. Staff Costs

Average number of Employees (full time equivalents) 11.8 (11.4 for 2007)

<i>No staff have received emoluments over £60,000 during the year</i>	2008	2007
	£	£
Salaries	312,849	406,600
Social security costs	28,935	36,921
Pension costs	1,340	1,044
Total	343,124	444,565

5. Debtors: all amounts due within one year

	2008	2007
	£	£
Trade debtors	135,686	14,146
Accrued income	279,895	111,212
Prepayments	8,106	-
Total	423,687	125,358

6. Creditors: amounts falling due within one year

	2008	2007
	£	£
Trade creditors	227,969	206,681
Accruals	12,026	51,000
Grants in advance	8,640	-
Totals	248,634	257,681

ENABLE

NOTES TO THE FINANCIAL STATEMENTS

7. Accounting treatment of Funds

Unrestricted Funds

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

Restricted Funds

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

Designated Funds

These are funds to be set aside to further Enable's aims which will include developing Enable's capacity to respond to an increasing regionalised agenda over the next three years in line with the strategic plan.

8. Cost apportionment

Cost apportionment in the current year has been revised by the management with particular emphasis on ensuring all project related costs are disclosed within direct project costs. If the current year apportionment have been used in the prior year the comparison would have shown:

	£
Direct Project costs	2,089,131
Salaries and similar costs	475,913
Office running costs	<u>87,678</u>
Total	<u>2,652,722</u>

9. Directors'/Directors/Trustees' Expenses & Related Party Transactions

Directors/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.

Directors/Trustees, as members of Enable are entitled to attend training courses and in certain cases act as consultants to Enable. All such transactions are negotiated with the directors/Trustees on an arms length basis.

ENABLE

NOTES TO THE FINANCIAL STATEMENTS

10. Statement of Funds

	Balance b/fwd at 01 Aug 2007	Transfers between funds	Surplus / Deficit for the period	Balance c/fwd at 31 Jul 2008
	£	£	£	£
General Unrestricted Funds	219,775	-	43,798	263,573
Designated Unrestricted Funds	100,000	-	-	100,000
Restricted funds	-	-	63,468	63,468
Total funds	319,775	-	107,266	427,041

11. Restricted Funds

These funds can only be applied for particular purposes, which are usually specified by the funder. They must be separately accounted for. Negative balances carried forward relate to costs incurred in advance on ongoing projects.

Project	Ref	Bal b/fwd at 01 Aug 2007	Income for the year	Expenditure for the year	Bal c/fwd at 31 Jul 2008
S4L	D2	-	19,974	19,794	180
GNP WFD	D27	-	11,017	11,017	-
Learning Champions	D40	-	455,632	455,556	76
NRF Community Learning	D41	-	69,041	69,041	-
Nottingham LLP's	D44	-	175,964	177,959	(1,996)
Hawtonville	D46	-	33,400	33,400	-
S4L	D47	-	81,848	81,848	-
ESOL	D49	-	118,420	118,882	(462)
Training Portal	D50	-	5,000	10	4,990
New Options	D51	-	73,200	12,520	60,680
Jiva Skies	D52	-	7,200	7,200	-
Progression Pathways	D32	-	-	-	-
TOTALS			1,050,696	987,228	63,468

12. Contingency

A number of funders make contract payments dependent on detailed submissions 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 grant may be disallowed. Enable is not aware of any significant risk in this respect.

ENABLE

NOTES TO THE FINANCIAL STATEMENTS

13. Analysis of net assets between funds

	Restricted Funds £	Designated funds £	Unrestricted funds £	Total 2008 £
Debtors	138,859	-	284,828	423,687
Cash at Bank and in hand	(66,751)	100,000	218,739	251,988
Creditors	(8,640)	-	(239,994)	(248,634)
	<u>63,468</u>	<u>100,000</u>	<u>743,561</u>	<u>427,041</u>

