

Access Aspiration

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for the year ended 31 December 2016**

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Access Aspiration

Reference and Administrative Details
for the Year Ended 31 December 2016

TRUSTEES

Ms P R J Fraser (Treasurer and Trustee)
Mrs L B Gadd (Trustee) (resigned 31.12.16)
Mrs J A Halpern Prince (Joint Chairman)
D R Meller (Joint Chairman)
Ms G E Barry (Trustee)
A Wolfson (Trustee) (resigned 30.9.16)
Ms A E Duffield (Trustee)

COMPANY SECRETARY

REGISTERED OFFICE

Old Gun Court
North Street
Dorking
Surrey
RH4 1DE

REGISTERED COMPANY NUMBER

08391061 (England and Wales)

REGISTERED CHARITY NUMBER

1151075

INDEPENDENT EXAMINER

Mapperson Price, Chartered Accountants
Old Gun Court
North Street
Dorking
Surrey
RH4 1DE

Access Aspiration (Registered number: 08391061)

**Report of the Trustees
for the year ended 31 December 2016**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2016. The trustees have adopted the provisions of 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).

The charity registered with the Charity Commission on 5 March 2013, Charity Number: 1151075.

OBJECTIVES AND ACTIVITIES

Objectives and aims

Access aims to engage with non-selective state schools in England to deliver interview and employability training, together with aspirational work placements. Access focuses on schools where there is limited existing provision and will work with every student in the sixth form to find a meaningful work experience.

Our objectives are to:

Improve employability of 16-18 year olds.

Increase social mobility

Remove barriers to access to both higher education and employment

Broaden young people's understanding of the workplace

To work with academy and non-selective schools in areas of deprivation

To work with academy and non-selective schools who are improving but not yet at national standards for GCSE or A level.

Public benefit

Access Aspiration engages with non-selective state schools in England to deliver insight to careers by providing volunteer speakers at school and insight workshops in the workplace, business networking at school, supporting school career fairs and providing interview and employability training with business volunteers and professional trainers. All these activities are to improve the success of our aspirational work placements and to contribute to a building knowledge bank of the world of work for young people. Access focuses on schools where there is limited existing provision, and will work with every student in the sixth form to find a meaningful work experience. When reviewing the charity's aims we have referred to the Charity Commission guidance on public benefit.

Volunteers

A considerable team of volunteers drawn from a wide variety of sectors are involved throughout the year, be it as speakers, interviewers, event sponsors, work placement mentors, administrators, researchers and in many other roles. In total the charity benefited from 3,365 volunteered hours with an estimated equivalent value of £118,003. The role of our volunteers is integral to the charity; they bring life experience, inspiration and a wide variety of professional and general skills, all of which enhance our services. The Trustees would like to thank all our volunteers who freely give their time to assist with our work.

Access Aspiration (Registered number: 08391061)

Report of the Trustees
for the year ended 31 December 2016

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Access Aspiration aims to improve the social mobility of young people, aged between 16 and 18, in State and Academy schools through the provision of various interventions in and out of school that improve confidence, social skills, and resilience.

In 2016 Access consolidated its programme, and was able to deliver a strong performance in the main due to the stable team of employees now working within a known structure and supported by a salesforce process which has simplified most of the administration for the Charity.

We believe that one of Access Aspiration's key strengths, when compared to other work-placement providers, is the breadth of choice of industries we can offer. We aim to obtain information on each student's interests and qualifications in the autumn term and try to match them to a relevant work experience placement where possible. This has resulted in a 90% satisfaction rating (figure 4). Note that this figure is similar to that obtained in our previous evaluation.

Reflections from last year

On the whole Access Aspiration is maintaining and improving the level of services provided to students from last year. The number of students benefiting from our programme has increased.

Placements 2016 analysis

	Placements offered	Placements completed	No show students	Incomplete	Unfilled	Cancelled
October half term 2015	61	50	4	4	0	3
February half term	34	15	4	5	1	9
Easter half term	46	27	14	1	0	4
Summer	227	219	28	13	9	8
Total*	418	311	50	23	10	24
%	100%	74%	13%	5%	3%	6%

*Of the 418 total placements, 384 were confirmed with a completion rate of 81%.

We have diversified our programme offering, increasing the number of short industry insights offered to students and other employer-led interventions in addition to placements. This is an important area for growth for the charity as students can accumulate more time with a greater breadth of insight from our businesses and employers.

Interventions excluding placement

	TYPE	2013	2014	2015	2016
Students on programme		300	640	1,424	1,388
Mock Interviews	1:1	200	420	780	948
Employer speed networking	1:1	0	0	150	224
Employability training	1:few	200	387	840	1,140
Employer industry insights	1:few	0	0	126	179
Assembly presentations	1:many	0	700	1,400	2,016
Employer speaker events	1:many	0	0	300	267
Careers fairs	1:many	10	15	40	89

Successes can be seen in addressing travel problems which has reduced to a small minority of cases (7% of students thought they had trouble with travelling to their placement). Last year we knew that improvements had to be made to data tracking and recording. The systems put in place last year have made this process significantly more efficient and we have done a good job at collecting data from a variety of sources (notably, the introduction of improved questionnaires for schools and businesses). However, it is clear there is more work to be done here - both with the data collected and with the communication between the different audiences.

Areas of Improvement

- Specialist Students - 15% of the respondents who required a work experience placement in law, engineering or medicine did not get a placement in any of these areas. While 15% is a relatively small amount it is still crucial that this number is reduced to an absolute minimum as university courses in these areas often require very specific work experience criteria.

Access Aspiration (Registered number: 08391061)

**Report of the Trustees
for the year ended 31 December 2016**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

- Communication - Although communication has improved immensely over the past year, it was still an issue for some students and businesses. Some students reported feeling confused by exactly what placement they were going on. Others thought they were not given enough notice before their placement. Access should have an explicit minimum notice period of two weeks before the placement to help both students and businesses prepare.
- Businesses - Working more closely with businesses to understand how to tweak their recruitment processes to allow our students opportunities.
- Data Collection - Questionnaires need further revision to get further depth of understanding on longitudinal impact.

Final words from head teachers

"The students are more mature and sensitive - attuned a little more to the qualities and skills required of them in the workplace It's a great service and I am happy with the way that it is run, the support they offer the students and the progress that they students make."

Martin Hanlon, Evelyn Grace Academy

"The students that I have seen participate in this programme have grown considerably in confidence. This is in their approach to their studies and in their abilities to converse with a range of different people. I feel that taking students out of their comfort zone allows them to become more independent and focuses them on their future. A lot of students I have worked with, previously, would never be able to travel into London themselves at this age. This programme gives students the ability to travel on their own, navigate the rail/underground system and then complete a day at work.

The placements raise the aspirations of the students and makes them more aware of jobs that could be available to them. It enables them to meet and work with a variety of different people, which then develops their social and communication skills."

Lisa Williams, Assistant Director, Watford, UTC

FINANCIAL REVIEW

Financial position

Income for the year increased to £286,319 from £148,107 which does not include the significant contribution made by volunteers who contributed 3,365 hours with an estimated equivalent value of £118,003. Expenditure increased to £213,676 from £201,348. The charity recorded net income of £72,643, compared to a deficit of £53,241 in 2015. At the end of the year net funds were £69,511 with no restricted funds.

Reserves policy

Access Aspiration aims to raise at least three months operating reserves as part of its overall business plan.

A summary of the results for the year and the resources deployed at 31 December 2016 can be found on page 7.

FUTURE PLANS

Access has exciting plans for the future. The merger with the Mayor's Fund for London which was completed on 1 June 2017 after the end of the 2016 financial year will allow the charity and its staff to build on the great work of both charities and expand its offering to its beneficiaries. The trustees believe that this merger will substantially further the charity's objects, and raise its ambitions and aspirations for the young people it supports.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Access Aspiration (Registered number: 08391061)

Report of the Trustees
for the year ended 31 December 2016

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

At 31 December 2016, the charity had 5 trustees. No trustee received any remuneration. The charity is grateful to all the Trustees for the time and financial contributions they give and their overall generous contributions.

The post of Director was filled by Kirstie Ritchie on a part time contract basis who was supported by 4 employees and there was both volunteer and some temporary administrative support in the year.

Organisational structure

Access Aspiration (referred to as 'the charity' in the remainder of this report) is registered with the Charity Commission. Our Memorandum and Articles of Association originally provided for a minimum of two trustees.

The Board of Trustees is required to monitor the affairs and the general business of the charity and meets a minimum of four times a year or as required.

Induction and training of new trustees

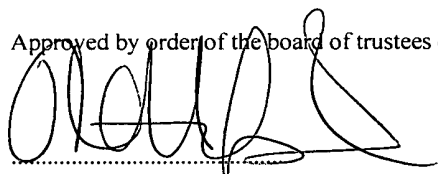
All new trustees are given, in the view of the Board, sufficient training, which, although of an informal nature provides adequate knowledge of their specific field to understand the nature of the charity and fully comply with its objectives and aims.

Risk management

The trustee board maintains a risk register to identify risks that may be faced by the charity. This is reviewed each year to ensure that systems and procedures are in place to mitigate the risks and minimise the impact on the charity should those risks materialise.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on June 26th 2017 and signed on its behalf by:



.....
Mrs J A Halpern Prince - Trustee

Independent Examiner's Report to the Trustees of
Access Aspiration

I report on the accounts for the year ended 31 December 2016 set out on pages seven to twelve.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statements below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance with Section 386 and 387 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of Sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the 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)

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



N J Childs FCA
Institute of Chartered Accountants in England and Wales
Mapperson Price, Chartered Accountants
Old Gun Court
North Street
Dorking
Surrey
RH4 1DE

Date: 26 June 2017

Access Aspiration

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the year ended 31 December 2016

	Notes	Unrestricted fund £	Restricted funds £	31.12.16 Total funds £	31.12.15 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		276,719	8,000	284,719	145,257
Other charitable activities	2	1,600	-	1,600	2,850
Total		<u>278,319</u>	<u>8,000</u>	<u>286,319</u>	<u>148,107</u>
EXPENDITURE ON					
Raising funds	3	39,274	4,755	44,029	43,667
Charitable activities					
Programme expenses		161,647	8,000	169,647	157,681
Total		<u>200,921</u>	<u>12,755</u>	<u>213,676</u>	<u>201,348</u>
NET INCOME/(EXPENDITURE)		<u>77,398</u>	<u>(4,755)</u>	<u>72,643</u>	<u>(53,241)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		(7,887)	4,755	(3,132)	50,109
TOTAL FUNDS CARRIED FORWARD		<u>69,511</u>	<u>-</u>	<u>69,511</u>	<u>(3,132)</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The notes form part of these financial statements

Statement of Financial Position
At 31 December 2016

	Notes	Unrestricted fund £	Restricted funds £	31.12.16 Total funds £	31.12.15 Total funds £
CURRENT ASSETS					
Debtors	9	-	-	-	7,857
Cash at bank		97,410	-	97,410	13,786
		<u>97,410</u>	<u>-</u>	<u>97,410</u>	<u>21,643</u>
CREDITORS					
Amounts falling due within one year	10	(27,899)	-	(27,899)	(24,775)
		<u>69,511</u>	<u>-</u>	<u>69,511</u>	<u>(3,132)</u>
NET CURRENT ASSETS/(LIABILITIES)					
		<u>69,511</u>	<u>-</u>	<u>69,511</u>	<u>(3,132)</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>69,511</u>	<u>-</u>	<u>69,511</u>	<u>(3,132)</u>
NET ASSETS/(LIABILITIES)		<u><u>69,511</u></u>	<u><u>-</u></u>	<u><u>69,511</u></u>	<u><u>(3,132)</u></u>
FUNDS	11				
Unrestricted funds:					
General fund				69,511	(7,887)
Restricted funds				-	4,755
TOTAL FUNDS				<u><u>69,511</u></u>	<u><u>(3,132)</u></u>

The notes form part of these financial statements

Access Aspiration (Registered number: 08391061)

Statement of Financial Position - continued
At 31 December 2016

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2016.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2016 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 26/6/2017 and were signed on its behalf by:


.....
D R Meller - Trustee

Access Aspiration

Notes to the Financial Statements
for the year ended 31 December 2016

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. OTHER CHARITABLE ACTIVITIES

	31.12.16	31.12.15
	£	£
Programme fees	-	2,850
Additional training fees	1,600	-
	<u>1,600</u>	<u>2,850</u>

3. RAISING FUNDS

Raising donations and legacies

	31.12.16	31.12.15
	£	£
Consultancy fees	28,750	30,050
Fund raising fees	1,100	-
Support costs	14,179	13,617
	<u>44,029</u>	<u>43,667</u>

Access Aspiration

Notes to the Financial Statements - continued
for the year ended 31 December 2016

4. SUPPORT COSTS

	Management £	Finance £	Information technology £
Raising donations and legacies	3,446	1,408	9,285
Programme expenses	34,434	498	-
	<u>37,880</u>	<u>1,906</u>	<u>9,285</u>

	Human resources £	Governance costs £	Totals £
Raising donations and legacies	40	-	14,179
Programme expenses	-	2,580	37,512
	<u>40</u>	<u>2,580</u>	<u>51,691</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2016 nor for the year ended 31 December 2015.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2016 nor for the year ended 31 December 2015.

6. STAFF COSTS

The average monthly number of employees during the year was as follows:

31.12.16	31.12.15
4	5
<u>4</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

7. EX GRATIA PAYMENTS

An ex gratia payment of £2,000 was made during 2015 to an ex employee, R Morgan. There were no ex gratia payments in 2016.

8. 2015 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	110,257	35,000	145,257
Other charitable activities	2,850	-	2,850
Total	<u>113,107</u>	<u>35,000</u>	<u>148,107</u>
EXPENDITURE ON			
Raising funds	38,422	5,245	43,667
Charitable activities			

Access Aspiration

Notes to the Financial Statements - continued
for the year ended 31 December 2016

8. 2015 COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
Programme expenses	132,681	25,000	157,681
Total	171,103	30,245	201,348
NET INCOME/(EXPENDITURE)	(57,996)	4,755	(53,241)
RECONCILIATION OF FUNDS			
Total funds brought forward	50,109	-	50,109
TOTAL FUNDS CARRIED FORWARD	(7,887)	4,755	(3,132)

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.16 £	31.12.15 £
Other debtors	-	2,857
Prepayments and accrued income	-	5,000
	-	7,857
	-	7,857

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.16 £	31.12.15 £
Sundry creditors	12,507	3,896
Social security and other taxes	5,040	1,379
Accruals	10,352	19,500
	27,899	24,775
	27,899	24,775

11. MOVEMENT IN FUNDS

	At 1.1.16 £	Net movement in funds £	At 31.12.16 £
Unrestricted funds			
General fund	(7,887)	77,398	69,511
Restricted funds			
Presidents Club	4,755	(4,755)	-
TOTAL FUNDS	(3,132)	72,643	69,511

Access Aspiration

Notes to the Financial Statements - continued
for the year ended 31 December 2016

11. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	278,319	(200,921)	77,398
Restricted funds			
Presidents Club	-	(4,755)	(4,755)
Sainsbury Trust	8,000	(8,000)	-
	<u>8,000</u>	<u>(12,755)</u>	<u>(4,755)</u>
TOTAL FUNDS	<u><u>286,319</u></u>	<u><u>(213,676)</u></u>	<u><u>72,643</u></u>

12. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2016.

Access Aspiration

**Reconciliation of Income and Expenditure
for the Year Ended 31 December 2015**

	Notes	UK GAAP £	Effect of transition to FRS 102 £	FRS 102 £
INCOME AND ENDOWMENTS FROM				
Donations and legacies		145,257	-	145,257
Other charitable activities		2,850	-	2,850
Total		<u>148,107</u>	-	<u>148,107</u>
EXPENDITURE ON				
Raising funds		41,567	2,100	43,667
Charitable activities		157,681	-	157,681
OBSOLETE Governance costs		2,100	(2,100)	-
Total		<u>201,348</u>	-	<u>201,348</u>
NET INCOME/(EXPENDITURE)		<u>(53,241)</u>	-	<u>(53,241)</u>

Access Aspiration

Reconciliation of Funds
At 1 January 2015
(Date of Transition to FRS 102)

	Notes	UK GAAP £	Effect of transition to FRS 102 £	FRS 102 £
		-	-	-
CURRENT ASSETS				
Debtors		450	-	450
Cash at bank		54,897	-	54,897
		<u>55,347</u>	-	<u>55,347</u>
CREDITORS				
Amounts falling due within one year		(5,238)	-	(5,238)
		<u>50,109</u>	-	<u>50,109</u>
NET CURRENT ASSETS/(LIABILITIES)				
		50,109	-	50,109
TOTAL ASSETS LESS CURRENT LIABILITIES				
		50,109	-	50,109
		<u>50,109</u>	-	<u>50,109</u>
FUNDS				
Unrestricted funds		50,109	-	50,109
TOTAL FUNDS				
		<u>50,109</u>	-	<u>50,109</u>

Access Aspiration

Reconciliation of Funds
At 31 December 2015

Notes	UK GAAP £	Effect of transition to FRS 102 £	FRS 102 £
CURRENT ASSETS			
Debtors	7,857	-	7,857
Cash at bank	13,786	-	13,786
	<u>21,643</u>	<u>-</u>	<u>21,643</u>
CREDITORS			
Amounts falling due within one year	(24,775)	-	(24,775)
	<u>(3,132)</u>	<u>-</u>	<u>(3,132)</u>
NET CURRENT ASSETS/(LIABILITIES)			
	(3,132)	-	(3,132)
TOTAL ASSETS LESS CURRENT LIABILITIES			
	<u>(3,132)</u>	<u>-</u>	<u>(3,132)</u>
NET ASSETS/(LIABILITIES)			
	<u>(3,132)</u>	<u>-</u>	<u>(3,132)</u>
FUNDS			
Unrestricted funds	(7,887)	-	(7,887)
Restricted funds	4,755	-	4,755
TOTAL FUNDS	<u>(3,132)</u>	<u>-</u>	<u>(3,132)</u>