

**REGISTERED COMPANY NUMBER: 08391061 (England and Wales)**  
**REGISTERED CHARITY NUMBER: 1151075**

**Report of the Trustees and**  
**Unaudited Financial Statements for the Year Ended**  
**31 December 2015**  
**for**  
**Access Aspiration**

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

COMPANIES HOUSE



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THURSDAY

**Access Aspiration**

**Contents of the Financial Statements  
for the year ended 31 December 2015**

	Page
Reference and Administrative Details	1
Report of the Trustees	2 to 8
Independent Examiner's Report	9
Statement of Financial Activities	10
Balance Sheet	11 to 12
Notes to the Financial Statements	13 to 15

**Access Aspiration**

**Reference and Administrative Details**  
**for the Year Ended 31 December 2015**

<b>TRUSTEES</b>	Ms P R J Fraser (Treasurer and Trustee) Mrs L B Gadd (Trustee) Mrs J A Halpern Prince (Joint Chairman) D R Meller (Joint Chairman) Ms G E Barry (Trustee) (appointed 7.2.15) A Wolfson (Trustee) (appointed 7.2.15) Ms A E Duffield (Trustee) (appointed 7.2.15)
<b>COMPANY SECRETARY</b>	Mrs K E Ritchie
<b>REGISTERED OFFICE</b>	Old Gun Court North Street Dorking Surrey RH4 1DE
<b>REGISTERED COMPANY NUMBER</b>	08391061 (England and Wales)
<b>REGISTERED CHARITY NUMBER</b>	1151075
<b>INDEPENDENT EXAMINER</b>	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 2015**

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 2015. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

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

**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.

**Recruitment and appointment of new trustees**

At 31 December 2015, the charity had 7 trustees. No trustees 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 is filled by Kirstie Ritchie on a part time contract basis who is supported by employee Programme Manager Harriet Horton and there has been both volunteer and some temporary administrative support in the year.

**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.

**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 as required.

**Risk management**

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The trustees are aware of the risks faced by the charity and endeavour to deal with those risks appropriately.

**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.

**Access Aspiration (Registered number: 08391061)**

**Report of the Trustees**  
**for the year ended 31 December 2015**

**OBJECTIVES AND ACTIVITIES**

**Volunteers**

Access has had a variety of volunteers over the year but has a longer term policy of engaging a cohort of business volunteers to help with the delivery of training in schools, particularly for mock interview training.

**Report of the Trustees  
for the year ended 31 December 2015**

**ACHIEVEMENT AND PERFORMANCE**

**Charitable activities**

Access Aspiration is focused on improving 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, resilience and to provide the skills that are needed to perform well in personal statements, on cvs, in interviews and in the workplace.

These interventions include mock interviews, employability training, expert speakers in school and in business, industry workshops in business and work placements.

In 2015, as in previous years, we delivered a three hour employability workshop, based on existing curriculum and tempered by our business feedback. In this year we worked with 1,039 students and additionally provided 1,063 15 minute mock interviews delivered by our business volunteers. We do this because current research, including a report published by Education and Employers in September 2015 which polled recruiters, see the 'implications of school to work transitions becoming more fractured.' One recruiter said "they really need to get better employability skills, learn better about how work works, how to get a job. They need to be taught CV writing and interview skills - it is so important." To date - we have only evaluated this training for students that have gone on to a work placement and in 2016 we are going to try and adapt our data capture system to get feedback from all students who have taken part in these interventions.

Over the past three years we have taken part in the London Academy's career fair. This has become an increasingly large event and through our relationship with the school we have been able to open this event to other schools. In 2015 both Hertswood and Bushey Academy schools were invited to send their sixth form to this event and in 2016 we have enabled four local sixth forms attendance.

In January 2015 we provided 15 volunteers to take part in a speed networking event hosted at Lilian Baylis Technology school for their entire Year 12 and some of Year 13, over 100 young people.

In response to businesses' who continued to strive to host work placements but often lacked the capacity to properly mentor an individual over a week, we introduced a new type of work in the form of Industry Workshops. These Industry Workshops arose through a relationship developed with Twitter. They originally offered to host an 'Industry Recruitment Day' comprising of speed networking and seminars led by Twitter staff on how to access careers in the digital economy. We have subsequently arranged four more workshops for 205 students in four companies.

Our original Twitter workshop was arranged manually but since then all one day workshops have been run through salesforce which has significantly reduced our dropout rate.

This evaluation is based on 240 work experience placements and industry workshops undertaken in 2015 and what the students thought of these placements. Access Aspiration offers multiple services including mock interviews and industry workshops but for the purposes of this evaluation we will be purely looking at these work placements and their impact on the students.

There are five key outcomes Access Aspiration plans to achieve through the provision of aspirational and high quality work placements. Firstly, they aim to improve access to higher education by building stronger CVs and personal statements for students. As it stands, students from state schools receive significantly poorer quality placement opportunities than their independent school peers, reducing their ability to get into top universities or study the most popular courses.

Secondly, Access Aspiration would like to broaden young peoples' understanding of the workplace, specifically providing them with work experience in areas of industry currently not represented in schools as potential career choices. It is well documented that work experience helps young people 'make more informed choices about their future' as well as allowing them to 'learn more about specific industries and job roles.'

Thirdly, they seek to increase access to aspirational work experience leading to vocational and practical careers. Currently, career aspirations are often closely linked to a child's class background which, in turn, reproduces social inequality. Lastly, they aim to develop transferable inter-personal skills and provide on the job employability training.

These four key factors all contribute to Access Aspiration's core focus; improving social mobility. This has been recognised from all angles, be in the Government or employers, as the most crucial effect of work experience.

**Desired Outcomes**

- o Improve access to higher education
- o Broaden young people's understanding of the workplace
- o Increase access to aspirational work experience in vocational and practical careers
- o Develop inter-personal skills and professional conduct
- o Increase social mobility

**Methodology**

The information for this evaluation was collated by sending automated feedback forms to every student who undertook a placement in 2015, up to November. The evaluations were sent to each student in the week following their placements. They received a link to the form via email and completed it using Salesforce, the online database. Salesforce stores all the data and allows different filters to be applied in order to draw out separate conclusions. In total we had 244 responses.

**Report of the Trustees  
for the year ended 31 December 2015**

**ACHIEVEMENT AND PERFORMANCE**

**Charitable activities**

Improving Access to Higher Education As referenced above, high-quality work experience dramatically improves a young person's chances of getting into the university or course of their choice. This is particularly relevant to students interested in what Access Aspiration defines as 'Specialist' university degrees. This is the case when a course requires work experience in a specific sector that can be difficult for young people to access through existing school programmes or without parental links, i.e. medicine, engineering or law. 1, 83% of specialist students in 2015 were matched with either their first or second choice of industry placement.

**Broadening Young Peoples' Understanding of the Workplace**

In an effort to help young people make more informed career choices, Access Aspiration tries to expose students to 'invisible' roles. These may include HR, media and non-traditional finance roles. An interesting phenomenon occurred during placements this year, suggesting that these efforts to broaden understanding have been successful.

When students initially sign up to the Access Aspiration database they are asked to list their industry preferences. As we can see, 45% of students completed placements that matched their first choice preferences. However, the remaining 55% of students did not achieve this, with a full 17% completing placements that did not match either their first, second or third choice.

Nevertheless, directly after their placements 89% of students were so happy with where Access Aspiration had placed them that they subsequently considered the experience to be one that they had wanted. This means that around 80% of those students that did not get their first choice placement still thought Access Aspiration delivered a successful work placement.

Access Aspiration will always try to match a student with their preference but they still maintain that high quality work experience in an industry that the student perhaps had not previously considered can be of equal value. As previously touched upon, this is because a great deal of potential career paths are not made apparent to students either because schools do not recommend them or they are not exposed to them through family and community networks. Additionally, key research from the University of Birmingham shows that even the simplest experience requires young people to develop resilience and confidence through their journey to work, their experience of people outside their community and the expansion of their experience. We can also see that 57% of students are now 'more aware of opportunities available to me after school'. This, combined with such a high rate of satisfaction achieved post student placements compared to the relatively low rate of matching placements, leads us to conclude that Access Aspiration succeeded in expanding views of the workplace for participating young people.

**Increasing Access to Work Experience in Vocational & Practical Careers**

Several of our students have been able to undertake valuable work placements that have either directly led to employment or encouraged them to see the career path that a vocational role would take. These pathway careers include catering or restaurant management, retail, hairdressing and business entrepreneurs. Retail, particularly, has a far broader and aspirational aspect in London that young people are unaware of.

**Developing Personal Skills and Providing Employability Training**

As well as introducing young people to potential career paths, Access Aspiration also aims for work placements to equip students with transferable skills that are useful in any professional situation, regardless of the industry. These 'soft skills' are key to gaining a job, with research showing they are qualities businesses actively look for.

The students who completed work placements were asked both how they thought the placement had changed them as a person and what skills they felt they had learnt. It is clear from their responses that an increase in confidence was the major outcome; be that confidence in talking to new people (table 4, 62%), asking questions (table 4, 57%) or interacting with new people (table 5, 81%). As these placements were the first of their kind for the majority of participants, placing them in an unknown environment, this is a hugely satisfactory result.

Other notable results include 53% of participants feeling like they now knew more about working in a team and 77% of participants considering themselves to have learnt better listening and communication skills having been on a placement.

Some learnings including those around judging people on appearance, time-keeping and dress code seem to be less important to the students although this could be because students felt they had already acquired these skills in school.

**Increasing Social Mobility**

High-quality work experience can provide immediate results in terms of improving soft skills and creating stronger job or university applications. However, Access Aspiration sees the long term benefit of placements as a means of improving social mobility and social capital. More specifically, the aim of the placements is to establish employer contacts while students are still in school which research has shown directly determines future work prospects, including salary level. Being able to converse with others is the first step to building up any network of contacts and, as shown in the tables previously examined, placements provided students with a good opportunity to develop communication skills and interact with people they did not know (table 5).

Report of the Trustees  
for the year ended 31 December 2015

**ACHIEVEMENT AND PERFORMANCE**

**Charitable activities**

Within these conversations, Access Aspiration was able to identify the main topics that were discussed (table 6). Conversations primarily occurred around where students wanted to work in the future (78%) and what working fulltime in their current placement would be like (67%). This suggests that work placements foster aspirational discussions. It is unfortunate that only 30% of students discussed the improvement of their CV. Access Aspiration would do well to emphasise the importance of this conversation with upcoming placement mentors.

To a similar point, it has been noted that employers often recruit via their own networks. It is one of Access Aspiration's aims to open up these networks to young people who may not have access to these traditional routes of employment. It has been clearly shown that work placements open doors for young people. 41% gained some level of social capital and network development, either directly acquiring more potential work at their Access Aspiration provided placement (24%) or acquired contact details of other businesses in the industry (17%).

**Concluding Remarks**

On the whole student feedback for this year has been positive and shows an improvement over last year's results. Overall, 87% of students regarded their placement experience as 'good' or 'excellent'. When asked whether their work experience changed their view of the world of work, students were very positive with 72% saying that it made them more motivated to go into the workplace.

Likewise, an overwhelming majority (77%) of students stated that, since completing their work placement, they were now more motivated to go to university, an apprenticeship or work. These results make clear that the 2015 placements have had a constructive impact on the young people they work with.

**Reflections from last year**

Students now know what placement they are getting and whether a different placement will be valuable. This is because of the implementation of a new database which provides a choice of placements to apply from. Last year, Access Aspiration's manual system meant a specific set of students were matched with a placement and the team then had to individually inform them whether they had received the placement or not. This is now an automated process allowing a greater amount of students to be matched with more relevant placements. It also gives the students more time to conduct research on whether the placement will be a good fit for them. It is clear that this year students were much more prepared to engage in areas of work they had not previously showed an interest in. In addition the students seem to have overwhelmingly taken a positive experience away from these placements.

There had also been issues with communication between students, Access Aspiration and workplaces last year. Some students had felt they were not given enough notice as to when and where their placement would be. This was less of an issue this time round as the implementation of the Salesforce database ensured that placements would automatically go live and be matched to students only once the businesses had registered with the charity and confirmed a placement on the system. This reduction in administration and delay has streamlined the process for the businesses and students, improving the experience for both.

**Areas of Improvement**

As Access Aspiration grows, there are some areas they need to work on to maintain the level of success they have achieved so far.

**Travel** - In a minority of cases (9%) students reported having problems with travel. Most of these students said they had problems with directions or it took too long. To alleviate this, Access Aspiration should be clear with students about the difficulties of traveling across London. In one case a student was not reimbursed for their travel, this should be avoided. Perhaps it needs to be made clear to students before and after their placement that if they are not reimbursed they should let the staff at Access Aspiration know as soon as possible.

**Data** - Access Aspiration has improved their data collection markedly from last year. Especially concerning the opinions of students. This will be crucial in the coming years for planning where best to allocate resources as well as being able to trace longitudinal trends. However, there could still be improvement on the amount of data collected from employers, especially those dealing with specialty placements. Not only is this important for Access but it is also important that students are made aware of their progress in the world of work with adequate feedback.

**Going Forward**

**Tracking data** - This year has seen a marked improvement in Access Aspiration's ability to track data concerning its students and how their work placements have impacted their life. However, Access Aspiration also engages in other activities that include employability skills training and interviewing workshops. While the current evaluator believes these activities probably do benefit young people, there is no data to prove this. Data of this nature could be gathered either from a feedback form filled in after a session, or by including questions concerning these activities on the post-placement evaluation form. Likewise, although there is a good overview on how the work placements are effecting young people and employers, there is no data on how Access Aspiration's partnership benefits schools as a whole.



**Report of the Trustees  
for the year ended 31 December 2015**

**ACHIEVEMENT AND PERFORMANCE**

**Charitable activities**

Access Aspiration Alumni - Access Aspiration sees itself as a catalyst for young people networking amongst themselves. With this in mind they have begun to collect contact details of young people who have completed their placements. It would be interesting to see if these people do in fact get the university placements and work positions they desire. In addition, the alumni group could act as a pool for possible networking contacts and new work placements in the future for the next generation of students looking for work experience with Access Aspiration.

NB: Access Aspiration have just launched their fledgling Alumni and LinkedIn Group to track this data for the future. With the appointment of the Volunteer and Alumni Liaison role this input from the students will be essential for framing the charity over the next five years. Evaluating the longitudinal impact will be far clearer when these young people have been polled over the coming months and years.

**Final words**

While we are currently lacking in statistical data from our partner schools, we do have some anecdotal evidence of 2015 placement success from the Headteachers and Heads of 6th Form we work with on a daily basis.

"Access Aspiration provides motivational opportunities for our 6th formers who do not have the contacts to gain valuable work experience. They have an in-depth support programme that enhances key employability skills that are so essential when competing for places at good universities or employment. Our students are enthusiastic about their experience and we see our partnership with Access as critical to what we offer to our young people." Jan Parnell, Director of 6th Form Phoenix High School

"The Access Aspirations programme has made a huge difference in helping to transform the life chances of the participants. The soft skills they develop over a short period of time enable them to communicate more freely with people from all walks of life, helps them understand what working independently and taking initiative really is and develops their work ethic.

The fact that the placements arranged are with well-known companies, means they are looked favourably on by both universities and potential employers and have led to students gaining amazing offers from all sorts of courses at different universities.

The career events, help focus students on the future and gives them a real insight into what work is actually involved in a particular job/career and what motivates others to succeed." Jon Wilson, Assistant Head Teacher Lilian

"Access Aspiration has provided dozens of our students with outstanding work experience placements. Having worked with a range of other providers, we have found Access placements to be particularly successful because of the care that goes into arranging them. All placements are well organised and present students with great variety and challenge; in many instances, the placements have inspired students to pursue a particular degree subject. If there were more placements on offer I'd be wanting every one of our students to complete one, without hesitation." Sam Dobin, Head of 6th Form Brampton Manor

"The placements our students were offered through your programme and the process they engaged with to secure these experiences were life changing. Students returned with an enhanced perspective about work and themselves.... Thank you." Emma Loveland, Headteacher Watford UTC

**FINANCIAL REVIEW**

**Reserves policy**

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

**Funds in deficit**

Although the general fund showed a deficit of £7,887 at 31 December 2015, the charity has since the turn of the year and by 30 June 2016, received over £100,000 of donations. It is therefore no longer in deficit and looks forward to future growth on the solid foundation of a healthy financial position.

A summary of the results for the year and the resources deployed at 31 December 2015 can be found on page 10.

**FUTURE DEVELOPMENTS**

In 2016 Access Aspiration takes on a new staffing structure with two new members of staff joining the team. We will continue to develop our Salesforce database to manage our students, schools, volunteers and businesses and will be working with 1,065 students, delivering 420 week long work placements, 1,110 employability workshops, 1,220 mock interviews and over 1,400 students will attend industry insight workshops at a place of work. We continue to strive towards delivering a significant element of the 200 hours face to face exposure to employment that we believe every student in the sixth form requires. We know that this builds motivation, knowledge, resilience and networks for young people which better equips them for their future.

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

Access Aspiration (Registered number: 08391061)

**Report of the Trustees**  
**for the year ended 31 December 2015**

Approved by order of the board of trustees on 27 July 2016 and signed on its behalf by:

A handwritten signature in black ink, appearing to read "Kirstie Ritchie". The signature is written in a cursive, flowing style.

Mrs K E Ritchie - Secretary

**Independent Examiner's Report to the Trustees of**  
**Access Aspiration**

I report on the accounts for the year ended 31 December 2015 set-out on pages ten to fifteen.

**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.

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 Statement of Recommended Practice: Accounting and Reporting by Charities

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

27 July 2016

**Access Aspiration**

**Statement of Financial Activities**  
**(Incorporating an Income and Expenditure Account)**  
**for the year ended 31 December 2015**

	Notes	Unrestricted fund £	Restricted funds £	31.12.15 Total funds £	31.12.14 Total funds £
<b>INCOMING RESOURCES</b>					
<b>Incoming resources from generated funds</b>					
Voluntary income		110,257	35,000	145,257	182,050
Activities for generating funds	2	2,850	-	2,850	1,700
<b>Total incoming resources</b>		<b>113,107</b>	<b>35,000</b>	<b>148,107</b>	<b>183,750</b>
<b>RESOURCES EXPENDED</b>					
<b>Costs of generating funds</b>					
Costs of generating voluntary income	3	36,322	5,245	41,567	14,300
<b>Charitable activities</b>					
Programme expenses		132,681	25,000	157,681	113,280
Governance costs		2,100	-	2,100	1,750
<b>Total resources expended</b>		<b>171,103</b>	<b>30,245</b>	<b>201,348</b>	<b>129,330</b>
<b>NET INCOME/(EXPENDITURE) FOR THE YEAR</b>					
		<b>(57,996)</b>	<b>4,755</b>	<b>(53,241)</b>	<b>54,420</b>
<b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<b>50,109</b>	<b>-</b>	<b>50,109</b>	<b>(4,311)</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>(7,887)</b>	<b>4,755</b>	<b>(3,132)</b>	<b>50,109</b>

The notes form part of these financial statements

**Access Aspiration (Registered number: 08391061)**

**Balance Sheet**  
**At 31 December 2015**

	Notes	Unrestricted fund £	Restricted funds £	31.12.15 Total funds £	31.12.14 Total funds £
<b>CURRENT ASSETS</b>					
Debtors	8	7,857	-	7,857	450
Cash at bank		9,031	4,755	13,786	54,897
		<u>16,888</u>	<u>4,755</u>	<u>21,643</u>	<u>55,347</u>
<b>CREDITORS</b>					
Amounts falling due within one year	9	(24,775)	-	(24,775)	(5,238)
		<u>(7,887)</u>	<u>4,755</u>	<u>(3,132)</u>	<u>50,109</u>
<b>NET CURRENT ASSETS/(LIABILITIES)</b>					
		<u>(7,887)</u>	<u>4,755</u>	<u>(3,132)</u>	<u>50,109</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>(7,887)</u>	<u>4,755</u>	<u>(3,132)</u>	<u>50,109</u>
<b>NET ASSETS/(LIABILITIES)</b>					
		<u>(7,887)</u>	<u>4,755</u>	<u>(3,132)</u>	<u>50,109</u>
<b>FUNDS</b>					
	10				
Unrestricted funds:					
General fund				(7,887)	50,109
Restricted funds				4,755	-
				<u>(3,132)</u>	<u>50,109</u>
<b>TOTAL FUNDS</b>					
				<u>(3,132)</u>	<u>50,109</u>

The notes form part of these financial statements

**Access Aspiration (Registered number: 08391061)**

**Balance Sheet - continued**  
**At 31 December 2015**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2015.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2015 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 and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

The financial statements were approved by the Board of Trustees on 27 July 2016 and were signed on its behalf by:



Ms P R J Fraser -Trustee

## Access Aspiration

### notes to the financial statements for the year ended 31 December 2015

#### 1. ACCOUNTING POLICIES

##### **Accounting convention**

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

##### **Exemption from preparing a cash flow statement**

Exemption has been taken from preparing a cash flow statement on the grounds that the charitable company qualifies as a small charitable company.

##### **Incoming resources**

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

##### **Resources expended**

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. ACTIVITIES FOR GENERATING FUNDS

	31.12.15	31.12.14
	£	£
Programme fees	2,850	1,700

#### 3. COSTS OF GENERATING VOLUNTARY INCOME

	31.12.15	31.12.14
	£	£
Consultancy fees	30,050	14,300
Support costs	11,517	-
	<u>41,567</u>	<u>14,300</u>

#### 4. SUPPORT COSTS

	Management	Finance	Information technology	Human resources	Totals
	£	£	£	£	£
Costs of generating voluntary income	1,667	1,586	6,126	2,138	11,517
Programme expenses	30,152	492	-	-	30,644
	<u>31,819</u>	<u>2,078</u>	<u>6,126</u>	<u>2,138</u>	<u>42,161</u>

Access Aspiration

Notes to the Financial Statements - continued  
for the year ended 31 December 2015

**5. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 December 2015 nor for the year ended 31 December 2014 .

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 December 2015 nor for the year ended 31 December 2014 .

**6. STAFF COSTS**

	31.12.15	31.12.14
	£	£
Wages and salaries	71,076	47,223
Social security costs	6,126	1,704
	<u>77,202</u>	<u>48,927</u>

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

31.12.15	31.12.14
5	3
<u>5</u>	<u>3</u>

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

**7. EX GRATIA PAYMENTS**

An ex gratia payment of £2,000 was made during the year to an ex employee, R Morgan.

**8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.12.15	31.12.14
	£	£
Other debtors	<u>7,857</u>	<u>450</u>

**9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	31.12.15	31.12.14
	£	£
Accruals	3,896	2,575
Taxation and social security	1,379	983
Other creditors	19,500	1,680
	<u>24,775</u>	<u>5,238</u>



Access Aspiration

Notes to the Financial Statements - continued  
for the year ended 31 December 2015

10. MOVEMENT IN FUNDS

	At 1.1.15 £	Net movement in funds £	At 31.12.15 £
<b>Unrestricted funds</b>			
General fund	50,109	(57,996)	(7,887)
<b>Restricted funds</b>			
Presidents Club	-	4,755	4,755
<b>TOTAL FUNDS</b>	<u>50,109</u>	<u>(53,241)</u>	<u>(3,132)</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	113,107	(171,103)	(57,996)
<b>Restricted funds</b>			
AD Charitable Trust	17,000	(17,000)	-
Presidents Club	10,000	(5,245)	4,755
Sainsbury Trust	8,000	(8,000)	-
	<u>35,000</u>	<u>(30,245)</u>	<u>4,755</u>
<b>TOTAL FUNDS</b>	<u>148,107</u>	<u>(201,348)</u>	<u>(53,241)</u>