

**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 2014**  
**for**  
**Access Aspiration**

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

WEDNESDAY



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COMPANIES HOUSE

**Access Aspiration**

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for the year ended 31 December 2014**

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**Access Aspiration**

**Reference and Administrative Details**  
**for the Year Ended 31 December 2014**

<b>TRUSTEES</b>	Ms P R J Fraser Mrs L B Gadd Mrs J A Halpern Prince (Joint Chairman) D R Meller (Joint Chairman) Ms G E Barry (appointed 7.2.15) A Wolfson (appointed 7.2.15) Ms A E Duffield (appointed 7.2.15)
<b>COMPANY SECRETARY</b>	Mrs K E Sant
<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 2014**

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 2014. 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 2014, the charity had 4 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 Sant 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**

When reviewing the charity's aims we have referred to the Charity Commission guidance on public benefit.

**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 2014**

**ACHIEVEMENT AND PERFORMANCE**

**Charitable activities**

2014 was a period of growth and challenge for Access Aspiration. We have more than doubled the number of aspirational work placements that we provided, achieving a similar growth in the number of students reached. We have also doubled the number of schools with which we work, as well as collaborating with two feeder charities.

	2013	2014
Number of schools	6	12
Number of other institutions	0	2
Students reached	300	640
Students placed	160	341
Number of employer partnerships	92	132
Total funds raised	£46,000	£183,300
Total resources expended	(£50,311)	(£127,805)

**2014 Placement take-up**

Businesses were incredibly generous and offered over 500 placements. The total number of placements taken up was considerably less than this (341) largely due to timetabling clashes.

In some cases, no student applied for a placement. Our research indicates a couple of different causes. Nearly half of the young people sought very specific work experience relating to their chosen field of future study or apprenticeship. Where we were unable to match their precise request, these students were generally unwilling to consider other options. Another reason was a lack of familiarity among the students and schools with the employer's business sector, and consequent low value assigned to such placement by these students and schools.

We aim to address these issues in 2015 by (i) providing speakers to our partner schools to ensure that young people are more aware of the work opportunities in unfamiliar industries, (ii) ensuring that young people are aware of the importance of trying out different types of work experience to enable them to make informed choices about work at a later date.

**2014 Placement experience: students**

In focus group discussions, students reported learning a wide variety of skills in their work placements. These included research, organization, communication and teamwork, self-confidence, the importance of deadlines, and the ability to be self-motivated.

The placement ".....has shown me the depth of the skills and knowledge required to work in this industry and has motivated me to work even harder to make sure I get the best grades possible to be able to go to a very good university and to succeed in my future career. It has improved my Excel skills. It has also improved my research and analytical skills. It has also taught me how to use some financial software such as Bloomberg." Year 12 student Chelsea Academy

Young people stated that being in a workplace context allowed them to see the tangible benefits of education and vocational training. They also reported that directly engaging with employees was a positive experience. Many students suggested that these conversations helped develop their own ideas about their future prospects. Asking employees which universities they went to allowed the students to see what doors could potentially be opened for them too.

"With the workers here I had a conversation about the universities I would like to go to and what I would like to study. They told me their experiences and what they studied. This conversation helped me a lot and made me understand that going to university would be the best thing I do. My mind was already set in going to university but speaking to people that is older than me helped me a lot more. They helped me know which universities are good." Year 12 student Highbury Grove

A small minority of students reported that they did not believe their placements were relevant to their future ambitions. This group generally felt they had just been allocated a position in whichever workplace had availability.

**Report of the Trustees**  
**for the year ended 31 December 2014**

**ACHIEVEMENT AND PERFORMANCE**

**Charitable activities**

2014 Placement experience: businesses

Overall employers were impressed with the young people Access Aspiration provided workplace opportunities for. Many reported back positively on the enthusiasm, confidence and motivation of young people.

" I was personally very impressed with Brian. Without any architectural training, he undertook a number of tasks some 'degree students' would struggle with. For instance, he understood the principle of using scale rulers and managed to interpret a client brief and space plan a flat without the slightest of difficulty." Paulo Santo, PTP Architects Ltd.

Interviewed businesses said they usually gave work experience placements through friends and family recommendations. They stated that working with Access Aspiration had introduced them to new types of young people with different life experiences.

"Khadiza was a great addition to the team for a week. She was very polite, friendly and enthusiastic about the tasks she worked on. She asked questions when being briefed by members of the team and took the initiative to get on with other bits of work when she ran out of tasks, notably researching what had been going on in the Liberal Democrat party that week, unprompted, after doing similar research on Labour and the Conservatives for our weekly newsletter (the graduate interns we have often don't take this proactive approach!)." Katie Thrift and Kathryn Eastwood, Grayling

However, there is still room for improvement. A few employers expressed concern over their student's time keeping skills. A small number of students were consistently late or even absent for whole days without giving their employer due notice. Likewise, there was some concern over the presentation of some students. Several employers commented that their students were very shy. Employers were also concerned that some of their work placement students spent too much time on their mobile phones. This was felt to be both disrespectful to their colleagues and expressive of a negative attitude to work in general.

In 2014 we had a drop out rate of 17%, which represented either students who did not show up for a placement, or students who pulled out after one or two days. Dropouts in work-experience are to a certain extent inevitable - especially with groups of young people like the ones with which we work (i.e. those who may not have had any exposure to the world of work before). Our research indicates that students drop out for a variety of reasons including illness and unmanaged expectations. In 2015 we are aiming to address the issue of unmanaged expectations by focusing more on what students should expect of a work experience placement during our preparation process.

**FINANCIAL REVIEW**

**Reserves policy**

Access Aspiration does not currently have reserves but 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 2014 can be found on page 6.

**FUTURE DEVELOPMENTS**

In 2015 Access Aspiration will focus on consolidating our progress to date and putting our learning of the past few years into practice. This will include developing a robust internal infrastructure to enable us to provide an effective and efficient service to our young people, our schools and our employer partners. We will aim to provide 500 placements, working with 22 schools and 150 employers.

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 25 September 2015 and signed on its behalf by:



Mrs K E Sant - Secretary

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

I report on the accounts for the year ended 31 December 2014 set out on pages six to eleven.

**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.

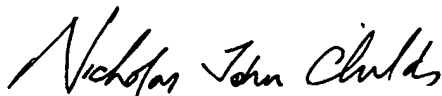
**Independent examiner's statement**

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  
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RH4 1DE

25 September 2015

Access Aspiration

Statement of Financial Activities  
(Incorporating an Income and Expenditure Account)  
for the year ended 31 December 2014

		Year Ended 31.12.14 Unrestricted fund £	Period 6.2.13 to 31.12.13 Total funds £
<b>INCOMING RESOURCES</b>	Notes		
<b>Incoming resources from generated funds</b>			
Voluntary income		182,050	46,000
Activities for generating funds	2	1,700	-
<b>Total incoming resources</b>		<u>183,750</u>	<u>46,000</u>
<b>RESOURCES EXPENDED</b>			
<b>Costs of generating funds</b>			
Costs of generating voluntary income		14,300	3,270
Charitable activities			
Programme expenses		113,280	42,390
Governance costs		1,750	4,651
<b>Total resources expended</b>		<u>129,330</u>	<u>50,311</u>
<b>NET INCOME/(EXPENDITURE) FOR THE YEAR</b>		54,420	(4,311)
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>		(4,311)	-
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>50,109</u></u>	<u><u>(4,311)</u></u>

The notes form part of these financial statements



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

**Balance Sheet**  
**At 31 December 2014**

	Notes	£	31.12.14 Unrestricted fund £	31.12.13 Total funds £
<b>CURRENT ASSETS</b>				
Debtors	6		450	-
Cash at bank			54,897	3,610
			<u>55,347</u>	<u>3,610</u>
<b>CREDITORS</b>				
Amounts falling due within one year	7		(5,238)	(7,921)
			<u>50,109</u>	<u>(4,311)</u>
<b>NET CURRENT ASSETS/(LIABILITIES)</b>				
			<u>50,109</u>	<u>(4,311)</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>50,109</u>	<u>(4,311)</u>
<b>NET ASSETS/(LIABILITIES)</b>			<u>50,109</u>	<u>(4,311)</u>
<b>FUNDS</b>	8			
Unrestricted funds:				
General fund			50,109	(4,311)
<b>TOTAL FUNDS</b>			<u>50,109</u>	<u>(4,311)</u>

The notes form part of these financial statements

**Balance Sheet - continued**  
**At 31 December 2014**

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2014.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 December 2014 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 April 2008).

The financial statements were approved by the Board of Trustees on 25 September 2015 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 2014

#### 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

	Year Ended 31.12.14 £	Period 6.2.13 to 31.12.13 £
Programme fees	1,700	-

#### 3. SUPPORT COSTS

	Management £	Finance £	Information technology £	Totals £
Programme expenses	19,255	722	918	20,895

#### 4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2014 nor for the period ended 31 December 2013.

##### **Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 December 2014 nor for the period ended 31 December 2013.

Access Aspiration

Notes to the Financial Statements - continued  
for the year ended 31 December 2014

**5. STAFF COSTS**

	Year Ended 31.12.14	Period 6.2.13 to 31.12.13
	£	£
Wages and salaries	47,223	16,816
Social security costs	1,704	1,283
	<u>48,927</u>	<u>18,099</u>

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

Year Ended 31.12.14	Period 6.2.13 to 31.12.13
3	1
<u>3</u>	<u>1</u>

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

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

	31.12.14	31.12.13
	£	£
Other debtors	450	-
	<u>450</u>	<u>-</u>

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

	31.12.14	31.12.13
	£	£
Accruals	2,575	2,477
Taxation and social security	983	-
Other creditors	1,680	5,444
	<u>5,238</u>	<u>7,921</u>

**8. MOVEMENT IN FUNDS**

	At 1.1.14	Net movement in funds	At 31.12.14
	£	£	£
<b>Unrestricted funds</b>			
General fund	(4,311)	54,420	50,109
	<u>(4,311)</u>	<u>54,420</u>	<u>50,109</u>
<b>TOTAL FUNDS</b>	<u>(4,311)</u>	<u>54,420</u>	<u>50,109</u>

**Access Aspiration**

**Notes to the Financial Statements - continued**  
**for the year ended 31 December 2014**

**8. MOVEMENT IN FUNDS - continued**

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	183,750	(129,330)	54,420
<b>TOTAL FUNDS</b>	<u>183,750</u>	<u>(129,330)</u>	<u>54,420</u>