

Company registration number: 05385880

Charity registration number: 1110956

ABLAZE A Business Learning Action Zone for Education

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 August 2021

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ABLAZE A Business Learning Action Zone for Education

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ABLAZE A Business Learning Action Zone for Education

Reference and Administrative Details

Trustees at year end	Robert Bourns Bethan Evans Ashley Daniells Morgan Shawnett Richard Stokes Julia Thomas
Secretary	Victoria Gibbs
Principal Office	TLT One Redcliff Street Bristol BS1 6TP
Registered Office	C/o Milsted Langdon LLP Freshford House Redcliffe Way Bristol BS1 6NL
Company Registration Number	05385880
Charity Registration Number	1110956
Independent Examiner	Anthony Robin Dicker FCA

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 August 2021.

Objectives and activities

Objects and aims

The aim of our charity is to continue to develop partnerships between business and young people in education and starting out on their careers (originally pioneered by the Bristol Education Action Zone) for the benefit of young people in our region.

The objectives of the charity, as laid down in its Memorandum and Articles of Association, are to tackle inequality of opportunity by raising the aspiration, achievement and attainment of young people in the West of England. We aim to enrich educational opportunities, improve access to education, create and develop sustained learning partnerships between the education, business and public sectors. We also work to advance the learning of professionals involved in these sectors to support the creation of communities where learning comes first, and opportunity is equal for all.

How the activities deliver public benefit

The overall aim of the Charity is to provide children and young people the opportunity to develop their skills, raise their attainment and widen aspirations through the assistance and interaction with volunteers from business.

Ablaze's work therefore provides children and young people with the chance they may not otherwise have.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

Achievements and performance

The impact of COVID-19 on our work has continued to be very significant throughout this financial year. Trustees have actively managed this year's budget to keep a close watch on our financial situation and we have maximized the support available in order to mitigate our losses. Staff worked hard to facilitate virtual delivery of programmes and keep relationships with our partner schools and businesses going during a time of limited activity. Our business supporters have continued to show their commitment to our work through continuing financial support, despite a huge reduction in services. Throughout this year we have strived to find ways to continue to fulfil our charitable aims and support young people in our region.

- We delivered six partnerships this year, four VWEM programmes one static online resource version designed by a business for the school to use in class, and one face to face partnership which re-designed
- WEM as a whole day event
- We organized a one day school workshop for the Flying Challenge students, supported by a small number of the Airbus mentors.
- We trained 48 volunteers to act as workplace mentors for candidates on the Governments' Kickstart scheme.
- We supported 49 Kickstart candidates through their placements with mentoring and employability workshops.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

- Evaluation from students who participated in VWEM showed 100% had learned more about career pathways, 100% had learned about the skills needed for work, 94% felt better about school having taken part, 69% of students had more ideas or a better plan for post GCSE's having taken part in mentoring
- We were able to distribute £1,000 worth of books to over a hundred primary school children thanks to a business donation
- We recruited three new Trustees who joined our Board in April 2021
- In March 2021 we launched our Career Stories initiative. Employees from a range of our partner businesses recorded their own stories, about their careers and career pathways. These were shared with all our partner schools
- We launched our sixth poetry competition in October 2020. Due to school closures and COVID restrictions we were unable to offer any workshops this year. Miles Chambers, Bristol's first poet laureate and our head judge produced a virtual workshop with us which was sent out to all Bristol primary schools

The COVID pandemic has continued to impact Ablaze in all areas of operation, finance, strategy and business planning this year. We have had to adapt and change our activity, our business and our development plans due to the lengthy lockdown and school closures. At the end of this financial year, we still find ourselves in a difficult situation:

- Our activity has been limited to virtual delivery with no face to face programmes able to restart,
- Financial help from the Government's furlough scheme has helped to mitigate our financial losses but we have still needed to use some of our reserves and therefore our plans for growth continue to be on hold,
- Fundraising has proved challenging for Ablaze, as for many small charities. We rely heavily on the generosity of Grant making bodies and these funds have not only been hit by the pandemic, reducing the funds available, but also the demand for funding has hugely increased.

We successfully developed and delivered VWEM, a virtual version of our original programme. Age, safeguarding and capacity issues have meant we have been unable to deliver a virtual solution for our Primary programmes.

Strategically our goal for the next financial year was to work with our Secondary schools and their business partners to create bespoke programme solutions to best suit everyone. This would be a mix of face to face, hybrid and fully virtual delivery. For our Primary schools and businesses we planned to reboot our face to face delivery where possible. At the time of writing, February 2022, these plans were pushed back by the Omicron variant and the tightening of restrictions this caused. Plans that were put in place and agreements that were made had to be put on hold again and we are only now able to start programme delivery:

It is clear to us how much all the young people we work with have been affected by the pandemic and the disruption to their lives caused by COVID. From children in primary school right through to young adults in their early twenties, the toll the past 18 months has taken on their personal development, their ability to learn and their well-being is clear. The need for our services to support our young people with skill development, career information and guidance and mentoring is greater than ever. The message from schools is clear - they want our support. Our partner businesses also recognise the need to continue supporting young people.

"Over the last 18 months, learning has been disrupted as a result of lockdowns and closures. Our children really missed having opportunities to read 1:1 with their Reading Partners in school and share real books. We are having a big push this year on developing a love for reading, so that our children can enjoy sharing books with others and try and make up for some of the missed learning time."

Debbie Fisher, Headteacher, St Barnabas CE VC Primary School

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Trustees' Report

"We have really missed our regular sessions with the children at our partner school. The team really enjoy the relationships they have developed and taking time out of the day to day to help them. We have tried to keep communication going with video sharing but can't wait to get back into the school and do it properly."

Nicola Carroll, Associate Director, Speed Communications

"Poverty of opportunity will be more extreme post Covid-19 and mentoring will be vital in tackling this, which is why we are supporting Ablaze with its intervention to create an ever lasting impact on children's development."

Kurtis Reece, PR and Corporate Partnerships Executive, National Friendly

Our first Virtual WEM programme took place in Spring 2021 with Kingsbury Green School, partnered with Herman Miller. We were pleased that the evaluation data and feedback from this programme showed the impact remained high despite the virtual delivery.

- 100% said they had learned more about career pathways, with 69% saying a lot more, compared with 11% who said they already knew a lot in the pre WEM survey
- 100% said they had learned about the skills needed for work, compared with 58% who said they did not know about the skills needed for work in the pre WEM survey
- 94% said they felt better about school having taken part, with 25% saying a lot better
- 69% of students had more ideas or a better plan for post GCSE's having taken part in mentoring

Students said they also learned to co-operate with others, responsibility, growing their confidence, how to write their CV, key bits of learning they will need

"They were very informative, trying their best to help us develop new skills... they made me think about what I'm good at and what I want to do when I'm older...I think they were the best mentors they could have offered us" Jai, student

"The programme was sometimes very funny and sometimes very educational and it's a big help when you don't have much confidence and needed a bit of boosting...I think the programme is amazing"
Tyler, student

The success of this meant that a further three VWEMs were delivered in the Summer term.

The adaptation of the programme to Virtual on TEAMS meant that students could still participate in whole class sessions, breakout rooms and give group feedback. The whole experience worked fantastically well and none of the personal touch was lost. "

Niki Turner, Careers Coordinator, Hayesfield Girls' School, June 2021

"Putting the WEM programme together during lockdown took resilience and a strong intention. Its virtue was that online mentoring could take place between mentors and mentees from geographically different places. Bringing together a city-based company, First Intuition, and a rural school, Melksham Oak Community School, helped to break cultural and social barriers, on all sides. Working with the mentors gave the students a chance to see life from a different point of view, to hear different stories and develop their own aspirations as a result. "

Andrew Creed, Higher Education Advisor, WIN (Wessex Inspiration Network), October 2021

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Ablaze recognised the impact of COVID on the 18-25 age group, those beyond the safety of the school/college environment, whose early career paths were severely disrupted or halted by the pandemic. Many, particularly those in entry level and casual jobs, were put on furlough and then made redundant. A large proportion had to endure an extended period of unemployment, a significant blow to their confidence and their personal development. In response to this the Government funded a national scheme, Kickstart. Businesses sign up to provide six-month placements for unemployed young people on Universal Credit.

Ablaze bid for and won a contract to provide the employability wrap around support (EWS) for candidates in the Southwest region. Our EWS is designed to support the candidates through their placement, giving them a mentor, employability workshops, guidance and support to help them to

- learn on the job,
- develop and use new skills,
- increase their confidence in their own abilities,
- increase their employability.

Work on the EWS began in March 2021. We trained 48 volunteers to provide mentoring for Kickstart candidates. Since the programme began, we have had 49 candidates referred to us. The first batch of candidates have now reached the end of their placements. Before finishing they are taken through an exit interview by their mentor. This provides an opportunity for some detailed reflection on their personal development and time to think through next steps.

'The Kickstart placement was really useful. It has taught me so much from working in an office to improving my time management, communication skills to technical IT skills.'

On having a mentor - *'It was nice to have an outlet to discuss how the experience had been going and having those intervals to self-reflect.'*

On personal development - *'Increased confidence- I feel more confident in my own ability and have learnt more about what I am capable of. I have a better understanding of how I can use the skills I have learnt in my future roles. I've learnt more about future roles that would interest me. I have been able to take everything I have learnt through this role and apply that to getting two new jobs.'*

We have ensured that we continue to build and maintain relationships with partners and like-minded organisations during this year. We continue to collaborate closely with West of England Combined Authority and the now established Careers Hub, the Future Quest team at UWE and associated organisations who were, like us, delivering activity to support the young people on the programme. We continue to engage with the Bristol Reading in Schools Consortium, BRISC. This year we have worked together to try and find virtual solutions to offering reading support to Bristol primary children. Different partners have conducted various virtual pilots and we have come together to share feedback on those.

The Ablaze team were in the office together for the last time on 16th March 2020. TLT kept in communication with us about their working from home policy and we were able to start going back into the office at the end of the summer of 2021, a full 15 months later. TLT continue to be incredibly supportive and provides us with ongoing pro-bono office space, IT and Health and Safety support for which we thank the firm.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Financial review

The charity reported net expenditure of £19,007. This was less than the net expenditure forecasted in our budget by £477, meaning our funds reduced to £152,517 by the end of the year. This was due to the continuing impact of the COVID pandemic.

In 2020-21, income from the Coronavirus Job Retention Scheme (furlough) was nearly one third of our income. Having staff on flexible furlough allowed us to protect our reserves, whilst also retaining all our staff. This was important so that we could continue to develop and improve our programmes and ensure that we are ready to resume programmes as soon as schools and businesses are ready to take part again.

Our charging income was significantly reduced in 2020/21, as we were unable to run the majority of our programmes. Income from grants, contracts and fundraising was also less than in previous years.

At the end of 2018/19 we designated money for fundraising and for an additional member of staff to help us achieve our goals for growth. As our income was severely impacted by COVID, the money designated for a new member of staff was required for operational costs in 2019/20 and 2020/21. We have also had to spend some of our reserves on operational expenses.

Our expenditure has been greater than our income in 2020/21; we expect this to be the case in 2021/22 as well. We are investing in fundraising and new ways to deliver our programmes in order to bring our income and expenditure back in line.

At the end of 2020/21, we have designated £8,570 for fundraising so that we can begin to recover our reserves, as well as fundraising for a new member of staff so that we can offer our programmes to more schools and young people. We have also designated £5,000 for IT resources that will help us to develop and deliver programmes online. As more employees work from home, for at least part of the week, developing online or blended (both virtual and face to face delivery) programmes will mean that more programmes can be offered and there will be more flexibility about which schools and businesses can be matched.

Fundraising activities

We designated £14,000 during 2020/21 to spend on fundraising to try and recoup our current and expected losses. Our income in 2019/20 and 2020/21 was significantly reduced from the previous years, as well as being lower than our budgeted income.

In 2019/20, the closure of schools and offices due to COVID-19 restrictions caused the cessation of our programmes, which dramatically decreased our income. In addition to this, we had a decrease in income from donations and grants as trusts and foundations directed funds towards immediate COVID relief.

Our budget for 2020/21 assumed that programmes would be able to resume at some point during the year. We were only able to run a limited number of online programmes, so income was lower than budgeted.

For 2021/22, we hope to restart a number of our programmes from January 2022. We have set ambitious fundraising targets for the year as we fundraise for a new member of staff. Garfield Weston have pledged a donation of £25,000, which will be received in 2021/22.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Investment policy

The trustees have wide powers of investment. Surplus short-term funds are held in an interest-bearing deposit account.

Policy on reserves

General reserves at 31st August 2021 were £125,231

The charity's aims require activities to be sustained for the foreseeable future and as such the charity aims to carry forward sufficient reserves to facilitate this. The Trustees have set Ablaze's reserves policy at a level sufficient to fund working capital and any unexpected expenditure or shortfalls in income. £126,798 in unrestricted reserves, being equivalent to 6 months operating expenditure, including overheads, as well as redundancy and wind-up costs is ringfenced to satisfy this policy. These funds would enable Ablaze to continue in operations for six months should its funding cease or decrease to the point that Ablaze can no longer continue as a going concern.

In addition to these reserves, and in accordance with our Business Plan, the Trustees have also designated the following funds from our unrestricted reserves for the year 2021/22.

Fundraising

We aimed to spend £14,000 designated funds on fundraising in 2020/21 to try and recoup the reserves we have had to spend on core activity during COVID. At the end of 2020/21 we had spent £5,430. This was because the continuing COVID situation meant we did not progress our planned fundraising campaign. We have designated the carried forward sum of £8,570 into 2021/22. We will continue to use our contracted fundraiser to make applications to Trusts and Foundations.

Growth

Our plans for growth were put on hold due to the pandemic. We still believe we need to expand our team to increase our capacity once the pandemic is over. However, we will need to wait until our activity is back to full capacity in order to assess our finances to ensure we have the money to do this. At this time we have transferred the funds designated for growth back to our general reserves.

IT

We have also designated £5,000 for IT resources, to spend in 2021/22 and beyond, that will help us to develop and deliver programmes online. As more employees work from home, for at least part of the week, developing online or blended (both virtual and face to face delivery) programmes will mean that more programmes can be offered and there will be more flexibility about which schools and businesses can be matched.

The total ringfenced reserves plus designated funds leaves us with a shortfall of £15,137 at the end of the 2020/21 financial year. The Trustees are looking to raise funds to cover this shortfall through our fundraising in 2021/22.

Office accommodation

TLT Solicitors provide Ablaze with office accommodation. This contribution is valued at £20,000 per annum.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Pay policy for senior staff

The directors consider that the board of directors, who are the Trustees, comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 8 to the accounts.

Investment policy and objectives

The trustees have wide powers of investment. Surplus short-term funds are held in an interest-bearing deposit account.

Plans for future periods

Aims and key objectives for future periods

Our business plan for 2020/21 was again significantly affected by the COVID-19 crisis. As we hope to see an end to the pandemic in 2022 we will continue to focus on our mission and how we can continue to deliver on that with a flexible, rigorous approach that is responsive to the needs and capacity of our school and business partners.

Our 2021/22 business plan will need to be flexible and responsive to the situation we find ourselves in. Our current key goals for Ablaze for this coming year are:

1. Ensure that our programmes tackle the issues COVID has caused, are fit for purpose and that we are delivering to as full capacity as we are able
2. Staff retention and well-being
3. Strategic development and growth
4. Business development, utilising the skills and expertise of the team

Structure, governance and management

Nature of governing document

The charity is constituted as a private company, limited by guarantee and therefore has no share capital. It is governed by a memorandum and Articles of Association, dated 8 March 2005, and amended by Written Resolution, dated 1 August 2005. A further amendment was made on 26 February 2021. It is a registered charity with the Charity Commission.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Recruitment and appointment of trustees

The Board undertook a fundamental review of the governance of the charity in 2020/21 to ensure that arrangements were robust and represented best practice. New Articles of Association were adopted on 26th February 2021. In addition a New Governance Handbook was prepared.

The Directors constantly review the skill set and experiences required by the Board of Trustees to ensure that Board membership reflects the correct balance and skills required to maximise effectiveness. The Directors who served during the year and up to the date of this report are set out on page1.

A clear plan exists to recruit new Trustees to provide additional expertise, to recognise the need for diversity and further ensure the sustainability of the charity. Three new Trustees have been recruited this year.

Induction and training of trustees

Trustees receive training and are regularly updated on changes in legislation and best practice guidance issued from time to time by the Charity Commission.

Arrangements for setting key management personnel remuneration

The directors consider that the board of directors, who are the Trustees, comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 9 to the accounts.

Risk management

The Directors have carried out a thorough review of the risks facing the charity; the next review is scheduled for December 2022. The top risks are reviewed at every Board meeting. The risks are prioritised, and the CEO and Directors are tasked to formulate and implement plans to minimise risks.

Ablaze's current main risks are continuing uncertainty due to COVID - inability to future proof or plan ahead; reduction in income means reserves continue to be spent on core expenses; inability to grow meaning a cap on capacity to deliver our services. Clearly articulated mitigations are in place for these main risks.

Conclusion

This year has seen continuing challenges to our operations due to the COVID-19 pandemic which has caused ongoing disruption to all our service delivery. We have successfully adapted our programmes for older students in order to deliver virtual alternatives but we were still unable to find solutions to delivery for the primary age group. We used our skills and expertise to create a new income stream through our involvement in the Kickstart scheme and this has provided us with some much needed income. Continuing prudent use of reserves and active budget management has ensured Ablaze remains viable and sustainable. The impact of the pandemic on inequalities and educational achievement remains acute and this will make Ablaze's work even more vital for young people in the West of England, and we stand ready to respond to this.

The Trustees want to place on record their thanks to the CEO and her staff for their resilience, positivity and focus during this challenging year. They have demonstrated dedication, resourcefulness and continued optimism in the face of profound challenge.

ABLAZE A Business Learning Action Zone for Education

Trustees' Report

Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 09/05/2022 and signed on its behalf by:

Bethan Evans

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Bethan Evans
Trustee

ABLAZE A Business Learning Action Zone for Education

Statement of Trustees' Responsibilities

The trustees (who are also the directors of ABLAZE A Business Learning Action Zone for Education for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees of the charity on 09/05/2022 and signed on its behalf by:

Bethan Evans

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Bethan Evans
Trustee

ABLAZE A Business Learning Action Zone for Education

Independent Examiner's Report to the trustees of ABLAZE A Business Learning Action Zone for Education

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 August 2021 which are set out on pages 13 to 28.

Respective responsibilities of trustees and examiner

As the charity's trustees of ABLAZE A Business Learning Action Zone for Education (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of ABLAZE A Business Learning Action Zone for Education are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of ABLAZE A Business Learning Action Zone for Education as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

A R Dicker

.....
Anthony Robin Dicker FCA

25/05/2022
Date:.....

ABLAZE A Business Learning Action Zone for Education

Statement of Financial Activities for the Year Ended 31 August 2021 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
Income and Endowments from:					
Donations and legacies	3	62,856	49,416	112,272	110,129
Charitable activities	4	19,925	-	19,925	31,992
Investment income	5	68	-	68	72
Other income		300	-	300	857
Total income		83,149	49,416	132,565	143,050
Expenditure on:					
Charitable activities	6	(117,364)	(34,208)	(151,572)	(157,322)
Total expenditure		(117,364)	(34,208)	(151,572)	(157,322)
Net (expenditure)/income		(34,215)	15,208	(19,007)	(14,272)
Net movement in funds		(34,215)	15,208	(19,007)	(14,272)
Reconciliation of funds					
Total funds brought forward		159,446	12,078	171,524	185,796
Total funds carried forward	17	125,231	27,286	152,517	171,524

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2020 is shown in note 17.

The notes on pages 15 to 28 form an integral part of these financial statements.

ABLAZE A Business Learning Action Zone for Education

(Registration number: 05385880)
Balance Sheet as at 31 August 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	12	831	737
Current assets			
Debtors	13	18,489	3,585
Cash at bank and in hand	14	<u>135,595</u>	<u>170,883</u>
		154,084	174,468
Creditors: Amounts falling due within one year	15	<u>(2,398)</u>	<u>(3,681)</u>
Net current assets		<u>151,686</u>	<u>170,787</u>
Net assets		<u>152,517</u>	<u>171,524</u>
Funds of the charity:			
Restricted income funds			
Restricted funds	17	27,286	12,078
Unrestricted income funds			
Unrestricted funds		<u>125,231</u>	<u>159,446</u>
Total funds	17	<u>152,517</u>	<u>171,524</u>

For the financial year ending 31 August 2021 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements on pages 13 to 28 were approved by the trustees, and authorised for issue on 09/05/2022 and signed on their behalf by:

Bethan Evans

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Bethan Evans
Trustee

The notes on pages 15 to 28 form an integral part of these financial statements.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

1 Charity status

The charity is limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

C/o Milsted Langdon LLP
Freshford House
Redcliffe Way
Bristol
BS1 6NL

The principal place of business is:

TLT
One Redcliff Street
Bristol
BS1 6TP

These financial statements were authorised for issue by the trustees on 9 May 2022.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with 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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Basis of preparation

Ablaze meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The ongoing worldwide Covid-19 pandemic continues to impact upon the charity's trading activity. The trustees consider the impact on the charity to not be material and are confident that the charity, through bank reserves, has adequate resources to survive the crisis and accordingly the charity has continued to prepare its financial statements on a going concern basis.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

Income and endowments

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

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Donated services and facilities

Where services are provided to the charity as a donation that would normally be purchased from our suppliers, this contribution is included in the financial statements at an estimate based on the value of the contributions to the charity whenever the value exceeds £1,000. A corresponding amount is then recognised in expenditure in the period of receipt.

Investment income

Interest on funds held on deposits is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, when it is probable settlement is required and the amount can be measured reliably. All expenditure is accounted for on an accruals basis. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustee's meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £200 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Fixtures, fittings and equipment	33% straight line basis

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

A defined contribution plan is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised as employee benefit expense when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2021 £	Total 2020 £
Donations and legacies;				
Donations from individuals	13,155	16,348	29,503	28,436
Grants, including capital grants;				
Government grants	29,701	-	29,701	37,893
Grants from companies	-	33,068	33,068	23,800
Donated services and facilities	20,000	-	20,000	20,000
	<u>62,856</u>	<u>49,416</u>	<u>112,272</u>	<u>110,129</u>

For the year ended 31 August 2020 £31,330 of the income above was attributable to unrestricted funds and £78,799 to restricted funds.

4 Income from charitable activities

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Primary purpose trading	<u>19,925</u>	<u>19,925</u>	<u>31,992</u>

For the year ended 31 August 2020 £31,992 of the income above was attributable to unrestricted funds and £nil to restricted funds.

5 Investment income

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>68</u>	<u>68</u>	<u>72</u>

For the year ended 31 August 2020 £72 of the income above was attributable to unrestricted funds and £nil to restricted funds.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

6 Expenditure on charitable activities

	Activity undertaken directly £	Activity support costs £	2021 £	2020 £
Celebration event	-	-	-	63
Travel and subsistence	123	-	123	1,491
Direct costs	7,281	-	7,281	19,912
Consultancy - Future Quest	-	-	-	5,750
Consultancy - WEM	-	-	-	17,570
Subcontract costs	2,711	-	2,711	11,412
Employment costs	114,030	-	114,030	71,154
Website development and improvements to IT infrastructure	-	2,263	2,263	1,349
Rent	-	20,000	20,000	20,000
Core activities	-	180	180	180
Sundry and other costs	-	1,118	1,118	926
Printing, postage and stationery	-	77	77	2,929
Accountancy fees	1,671	-	1,671	2,705
Independent examiner's fee	300	-	300	300
Legal and professional fees	1,507	-	1,507	1,406
Depreciation of tangible fixed assets	-	311	311	175
	<u>127,623</u>	<u>23,949</u>	<u>151,572</u>	<u>157,322</u>

£117,364 (2020 - £69,963) of the expenditure above was attributable to unrestricted funds and £34,208 (2020 - £87,359) to restricted funds.

Included in the expenditure analysed above, are also governance costs of £3,478 (2020 - £4,411) which relate directly to charitable activities. See note 7 for further details.

Payroll costs have increased as the WEM Project Manager and finance and administration roles have changed from contractor positions to employees.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

7 Analysis of governance and support costs

Support costs allocated to charitable activities

	Basis of allocation	Information technology £	Premises costs £	Other support costs £	Total 2021 £	Total 2020 £
Primary purpose trading	A	<u>2,263</u>	<u>20,000</u>	<u>1,686</u>	<u>23,949</u>	<u>25,559</u>

Basis of allocation

Reference Method of allocation

A Support costs are apportioned across the main activities of the charity on the basis of total staff time spent on each of these during the year.

Governance costs

	Unrestricted funds £	Total 2021 £	Total 2020 £
Accountancy fees	1,671	1,671	2,705
Independent examiner's fees	300	300	300
Legal and professional fees	<u>1,507</u>	<u>1,507</u>	<u>1,406</u>
	<u>3,478</u>	<u>3,478</u>	<u>4,411</u>

For the year ended 31 August 2020 £4,411 of the above expenditure was attributable to unrestricted funds and £nil to restricted funds.

8 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2021 £	2020 £
Depreciation of fixed assets	311	175
Independent Examiner's remuneration	<u>300</u>	<u>300</u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

10 Staff costs

The aggregate payroll costs were as follows:

	2021	2020
	£	£
Staff costs during the year were:		
Wages and salaries	111,599	69,868
Pension costs	<u>2,431</u>	<u>1,286</u>
	<u>114,030</u>	<u>71,154</u>

The monthly average number of persons (including senior management team) employed by the charity during the year expressed as full time equivalents was as follows:

	2021	2020
	No	No
Charitable activities	<u>3</u>	<u>2</u>

No employee received emoluments of more than £60,000 during the year.

11 Taxation

The charity is a registered charity and is therefore potentially exempt from taxation. No tax liabilities have arisen during the year.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

12 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost		
At 1 September 2020	1,862	1,862
Additions	405	405
Disposals	<u>(399)</u>	<u>(399)</u>
At 31 August 2021	<u>1,868</u>	<u>1,868</u>
Depreciation		
At 1 September 2020	1,125	1,125
Charge for the year	311	311
Eliminated on disposals	<u>(399)</u>	<u>(399)</u>
At 31 August 2021	<u>1,037</u>	<u>1,037</u>
Net book value		
At 31 August 2021	<u>831</u>	<u>831</u>
At 31 August 2020	<u>737</u>	<u>737</u>

13 Debtors

	2021 £	2020 £
Trade debtors	12,000	400
Prepayments	1,843	-
Accrued income	3,825	3,185
Other debtors	<u>821</u>	<u>-</u>
	<u>18,489</u>	<u>3,585</u>

14 Cash and cash equivalents

	2021 £	2020 £
Cash at bank	<u>135,595</u>	<u>170,883</u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

15 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	-	456
Accruals	2,398	1,550
Deferred income	-	1,675
	<u>2,398</u>	<u>3,681</u>

16 Contingent liabilities

The charity has previously received a donation with the condition that it could become repayable at some point in the future although this is considered unlikely. If any part of this donation becomes repayable to the donor, the maximum amount the charity would have to repay is £10,330.

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

17 Funds

	Balance at 1 September 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 August 2021 £
Unrestricted					
<i>Unrestricted general funds</i>					
Unrestricted income fund	95,219	83,149	(111,934)	45,227	111,661
<i>Designated</i>					
Fundraising	14,000	-	(5,430)	-	8,570
Growth	50,227	-	-	(50,227)	-
IT	-	-	-	5,000	5,000
	<u>64,227</u>	<u>-</u>	<u>(5,430)</u>	<u>(45,227)</u>	<u>13,570</u>
Total unrestricted	<u>159,446</u>	<u>83,149</u>	<u>(117,364)</u>	<u>-</u>	<u>125,231</u>
Restricted					
Airbus fund	141	-	-	-	141
Books for schools donation	-	1,000	(1,000)	-	-
Fundraising campaign	-	5,000	-	-	5,000
Future Quest	7,577	28,442	(25,000)	-	11,019
Poetry competition donations	60	1,500	(60)	-	1,500
Primary programmes	2,500	3,500	(2,500)	-	3,500
The Herman Miller Cares	-	7,474	(3,848)	-	3,626
West of England Mentoring (WEM)	-	2,500	-	-	2,500
West of England Mentoring (WEM) COVID IT project	1,800	-	(1,800)	-	-
	<u>12,078</u>	<u>49,416</u>	<u>(34,208)</u>	<u>-</u>	<u>27,286</u>
Total restricted	<u>12,078</u>	<u>49,416</u>	<u>(34,208)</u>	<u>-</u>	<u>27,286</u>
Total funds	<u>171,524</u>	<u>132,565</u>	<u>(151,572)</u>	<u>-</u>	<u>152,517</u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

	Balance at 1 September 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 August 2020 £
Unrestricted					
<i>Unrestricted income fund</i>					
Unrestricted income fund	105,251	64,251	(63,963)	(10,320)	95,219
<i>Designated</i>					
Fundraising	12,000	-	(6,000)	8,000	14,000
Growth	50,227	-	-	-	50,227
	<u>62,227</u>	<u>-</u>	<u>(6,000)</u>	<u>8,000</u>	<u>64,227</u>
Total unrestricted	<u>167,478</u>	<u>64,251</u>	<u>(69,963)</u>	<u>(2,320)</u>	<u>159,446</u>
Restricted					
Airbus fund	142	15,799	(15,800)	-	141
Future Quest	10,246	32,500	(35,169)	-	7,577
Poetry competition donations	-	2,500	(2,440)	-	60
Primary programmes	-	8,500	(6,000)	-	2,500
The Herman Miller Cares	-	-	(2,319)	2,319	-
West of England Mentoring (WEM)	7,930	17,500	(25,431)	1	-
West of England Mentoring (WEM) COVID IT project	<u>-</u>	<u>2,000</u>	<u>(200)</u>	<u>-</u>	<u>1,800</u>
Total restricted	<u>18,318</u>	<u>78,799</u>	<u>(87,359)</u>	<u>2,320</u>	<u>12,078</u>
Total funds	<u>185,796</u>	<u>143,050</u>	<u>(157,322)</u>	<u>-</u>	<u>171,524</u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

The specific purposes for which the funds are to be applied are as follows:

Unrestricted funds are expendable at the discretion of the trustees in the furtherance of the objectives of the charity. Such funds are held in order to finance both working capital and capital investment.

Restricted funds are expendable in accordance with the agreement with donors as follows:

Airbus funds are for the management of the programme logistics and to pay for the cost of the coaches used to transport the students to and from Airbus.

Books for schools donation funds was money kindly donated by SD Solution to provide books for local primary schools.

Fundraising campaign funds was money donated to Ablaze from National Friendly to assist with the costs of running a fundraising campaign.

Future Quest funds are for the management of the programme, supporting delivery of Year 11 Mentoring in the 27 cohort schools on the Future Quest Secondary School programme.

Poetry Competition funds are for running poetry workshops in selected local Primary schools, as well as for the costs involved in running the poetry competition.

Primary programmes funds are for the management of the programme logistics for the Reading Buddies and Number Partners Primary School programmes.

The Herman Miller Cares funds are to support the West of England Mentoring programme with The John Bentley School, Calne.

West of England Mentoring funds are for the management of the programme logistics for the West of England Mentoring Secondary School programmes.

West of England Mentoring COVID IT project funds are grants received from The Frankham Foundation and the Society of Merchant Venturers to develop the West of England Mentoring website and create a membership area with resources for virtual programme delivery.

18 Analysis of net assets between funds

	Unrestricted funds General at 31 August 2021 £	Restricted funds at 31 August 2021 £	Total funds at 31 August 2021 £
Tangible fixed assets	831	-	831
Current assets	126,798	27,286	154,084
Current liabilities	<u>(2,398)</u>	<u>-</u>	<u>(2,398)</u>
Total net assets	<u>125,231</u>	<u>27,286</u>	<u>152,517</u>

ABLAZE A Business Learning Action Zone for Education

Notes to the Financial Statements for the Year Ended 31 August 2021

	Unrestricted funds General at 31 August 2020 £	Restricted at 31 August 2020 £	Total funds at 31 August 2020 £
Tangible fixed assets	737	-	737
Current assets	162,390	12,078	174,468
Current liabilities	<u>(3,681)</u>	<u>-</u>	<u>(3,681)</u>
Total net assets	<u>159,446</u>	<u>12,078</u>	<u>171,524</u>

19 Related party transactions

There were no related party transactions in the year.