

Company Registration Number 03162045

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE
ACCOUNTS
31 MARCH 2015**

Charity Number 1058648

MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE

ACCOUNTS

YEAR ENDED 31 MARCH 2015

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**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2015

The trustees, who are also directors for the purposes of company law, present their report and the accounts of the charity for the year ended 31 March 2015 and confirm they comply with the requirements of the Charities Act 2011.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name	Making The Leap
Charity registration number	1058648
Company registration number	03162045
Principal office	Harriet Tubman House Hazel Road Kensal Green London NW10 5PP
Registered office	Harriet Tubman House Hazel Road Kensal Green London NW10 5PP

The trustees

The trustees who served the charity during the period were as follows:

Mr A Boucher
Mr M Horton
Mr D P Ricketts
Ms J M Watson

Ms D Everall (Appointed 28 April 2014)
Ms L Hendrickson (Appointed 1 December 2014)
Dr J Paine (Appointed 9 May 2014)

Mr J Laryea (Resigned 28 November 2014)

Ms J M Watson resigned as a trustee on 11 May 2015.

The officers

The officers who served the charity during the period were as follows:

Chief executive officer Mr A Banjoko (OBE)

Chair Dr J Paine

Vice chair/treasurer Mr A Boucher

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (*continued*)

YEAR ENDED 31 MARCH 2015

Company secretary	Mr J Laryea
Auditor	Nigel Wilson & Co Chartered Accountants & Statutory Auditor Third Floor 111 Charterhouse Street London EC1M 6AW

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The company is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association on 21st February 1996. It is a registered charity, number 1058648. The objectives are the benefit of the public in London and elsewhere in the United Kingdom and in particular for the benefit of those members of the public who may be young and disadvantaged by improving social mobility through the provision of advice, information, support, training and education. There have been no changes in the objects since the last annual report.

Recruitment of Trustees

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

Trustee induction and training

Most trustees of the voluntary and corporate sector are already familiar with the activities of the charitable organisation as they are drawn from members who have an appropriate skill set to offer and empathise with our core values.

An induction has been developed to ensure that any newly appointed trustee receive training on all matters necessary to enable them to perform their duties effectively. This may be tailored to their specific needs but, unless the appointee is already sufficiently experienced, covers as a minimum: governance and management; equal opportunities; a thorough induction to the history and current activities of the organisation; sufficient explanation of the charity's financial accounts and reporting procedures to enable them to exercise effective fiscal oversight; explanation of all the charity's policies including those relating to trustee expenses and how they can be claimed. If the new trustee is to take on any specific duties, training needs in relation to these will also be assessed. It is acknowledged that trustees have a wide range of other commitments and every effort will be made to make this training accessible to the individual by arranging it to be conducted at times convenient to them.

The Chief Executive is responsible for ensuring that the induction process is arranged and completed.

Organisational structure

The Trustees provided governance and oversight of Making The Leap operations during the year. Four committees (Governance, Finance, Strategy and Communications) are in place with each of the Trustees sitting on at least one committee. The Chief Executive had delegated authority to manage day to day activities and to sign contracts on behalf of the Management Committee in line with the organisation's objectives.

Risk management

The Trustees have assessed the major risks to which the company is exposed, in particular those related to the operations and finances of the company, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (*continued*)

YEAR ENDED 31 MARCH 2015

OBJECTIVES AND ACTIVITIES

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

ACHIEVEMENTS AND PERFORMANCE

2014-15 was a good year for the charity, with a new Chair (Dr Julie Paine) at the helm we engaged with more young people in a single year that we had ever done previously.

Fundraising Gala

We held a fundraising gala at the Waldorf Hilton Hotel on the 26th June 2014 to both raise funds and to celebrate the 21st anniversary of the charity. Over 200 people attended the event which raised vital funds towards enabling us to continue running excellent programmes for children in schools and training for young adults. The highlight of the evening was an appearance on the stage, of 10 young people that we had supported to begin careers at some of the UK's leading companies.

Careers Information Fair

We also delivered our first Careers Information Fair within a school, which took place at Newman Catholic College. This school was under threat of 'special measures', due to general underperformance, and were keen to have a 'feel good' event. It was felt that our event would meet several objectives: firstly, to help to motivate the students and then to provide them with valuable information about career paths, and to engage parents. The event, which was also the first of its kind within the school, was a huge success and over 550 Year 9-13 students together with their parents were able to talk to some major companies that we had invited such as BBC, PwC, BT, Buckingham Palace, and Barclays.

General

We delivered employability training in 25 schools across London - these schools all had large numbers of pupils on free school meals, come from homes where English was not the first language or be schools that were achieving lower than their local authority average level of attainment for GCSEs. A total of 4608 young students received our assistance and the feedback from both pupils and teachers was excellent.

- MTL used 156 corporate volunteers who contributed to a total of 1503 delivery hours of programme activity within schools.
- 863 mock interviews hours were delivered in schools.
- Our Outreach Team carried out activity across London and gave initial advice and guidance to 615 young people.
- 204 young adults came to Making The Leap to receive detailed individual assessments advice and guidance.
- 85 Fellows successfully completed MTL's Aspirations, Character and Employability workshop and graduated onto our post-training service.
- Of the 85 Fellows, 85% were placed into life changing career opportunities.

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

TRUSTEES' ANNUAL REPORT (*continued*)

YEAR ENDED 31 MARCH 2015

FINANCIAL REVIEW

Making The Leap is grateful to the companies, trusts & foundations and individuals who supported Making The Leap and enabled us to transform futures by raising the aspirations of young people, and helping them to develop the skills, behaviours and attitudes needed to succeed in the careers of their choosing. We say thank you for the generosity and foresight of HSBC Bank plc, Franklin Templeton Investments, London Borough of Southwark, Capco, PwC, Trust for London, Telegraph Media Group and JP Morgan Bank.

In 2014 we began to recover in earnest from the previous year's restructuring, and we increased our income to £575,067 and our expenditure to £627,475. We also drew down an additional £80,000 of a pre-agreed loan from Charity Bank to improve our cash position.

The increased expenditure was predominately due to an increase in staff costs and fundraising costs. The staff costs increase occurred because more people were taken on, with 25 people on the payroll, but several were part time, giving a full-time headcount for the year of 17. The total staff costs of £485,631 were £33,960 higher than the previous year. The costs of generating voluntary income increased significantly by £45,465, to £46,590 from £1,125, as a result of us reinstating our annual galas a major fundraising vehicle for the organisation; and the full costs for the event held in April 2014, and half the costs for the April 2015 event, falling during this financial year. Income increased by £22,704 on the previous year, despite the charity receiving £118,721 less than we had in 2013/14. This was as a result of not having anyone in place to apply to charitable trusts and foundations, and so very few applications were submitted. This reduction was offset completely though by the £132,461 we generated from the gala events held in the year.

PLANS FOR FUTURE PERIODS

During 2014-15, the charity developed a strategic growth plan for the years 2016-2018, to provide a framework to achieve our goals, both in revenue and service delivery. Making The Leap is working to achieve these three key strategic aims by FY18:

- To grow beyond London and become more financially sustainable
- To increase the number of young people served
- To enhance awareness of the organisation

Delivery to this plan would see us make a trading surplus for each of the next three years, as well as an improved cash position. At a high level, we are expecting annual cash inflow to grow 71 per cent over the three year period. In 2015/16 we are anticipating a cash inflow of £800,000 and a surplus of £36,000.

TRUSTEES' RESPONSIBILITIES STATEMENT

The trustees (who are also the directors of Making the Leap for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the accounts in accordance with applicable law and regulations.

MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 31 MARCH 2015

TRUSTEES' RESPONSIBILITIES STATEMENT (continued)

Company law requires the trustees to prepare accounts for each financial year. Under that law the trustees have elected to prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the income and expenditure of the charity for that period.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITOR

Nigel Wilson & Co are deemed to be re-appointed under section 487(2) of the Companies Act 2006.

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as each trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Signed on behalf of the trustees



Mr A Boucher
Trustee

9 November 2015

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MAKING
THE LEAP**

YEAR ENDED 31 MARCH 2015

We have audited the accounts of Making the Leap for the year ended 31 March 2015 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITOR

As explained more fully in the Trustees' Annual Report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of accounts and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE ACCOUNTS

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited accounts. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON ACCOUNTS

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

OPINION ON OTHER MATTER PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion the information given in the Trustees' Annual Report for the financial year for which the accounts are prepared is consistent with the accounts.

MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MAKING
THE LEAP (*continued*)

YEAR ENDED 31 MARCH 2015

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the accounts in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report



NILESH PATEL FCCA (Senior Statutory Auditor)
For and on behalf of
NIGEL WILSON & CO
Chartered Accountants & Statutory Auditor

Third Floor
111 Charterhouse Street
London
EC1M 6AW

9 November 2015

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE
INCOME AND EXPENDITURE ACCOUNT)**

YEAR ENDED 31 MARCH 2015

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2015 £	<i>Total Funds</i> 2014 £
INCOMING RESOURCES						
Incoming resources from generating funds:						
Voluntary income	2	64,922	308,497	–	373,419	492,140
Investment income	3	39,740	–	–	39,740	38,438
Other incoming resources	4	161,908	–	–	161,908	21,785
TOTAL INCOMING RESOURCES		<u>266,570</u>	<u>308,497</u>	<u>–</u>	<u>575,067</u>	<u>552,363</u>
RESOURCES EXPENDED						
Costs of generating funds:						
Costs of generating voluntary income	5	(46,590)	–	–	(46,590)	(1,125)
Charitable activities	6/7	(17,570)	(512,020)	–	(529,590)	(502,935)
Governance costs	8	(34,963)	(16,332)	–	(51,295)	(42,032)
TOTAL RESOURCES EXPENDED		<u>(99,123)</u>	<u>(528,352)</u>	<u>–</u>	<u>(627,475)</u>	<u>(546,092)</u>
NET (OUTGOING)/INCOMING RESOURCES FOR THE YEAR/NET (EXPENDITURE)/INCOME FOR THE YEAR						
	11	167,447	(219,855)	–	(52,408)	6,271
RECONCILIATION OF FUNDS						
Total funds brought forward		<u>77,917</u>	<u>107</u>	<u>700,026</u>	<u>778,050</u>	<u>771,779</u>
TOTAL FUNDS CARRIED FORWARD		<u>245,364</u>	<u>(219,748)</u>	<u>700,026</u>	<u>725,642</u>	<u>778,050</u>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 10 to 16 form part of these accounts.

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

BALANCE SHEET

31 MARCH 2015

	Note	2015 £	£	2014 £
FIXED ASSETS				
Tangible assets	13		658,741	672,024
CURRENT ASSETS				
Debtors	14	28,260		47,841
Cash at bank and in hand		<u>229,185</u>		<u>127,848</u>
		257,445		175,689
CREDITORS: Amounts falling due within one year	15	<u>(124,499)</u>		<u>(69,663)</u>
NET CURRENT ASSETS			132,946	106,026
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>791,687</u>	<u>778,050</u>
CREDITORS: Amounts falling due after more than one year	16		<u>(66,045)</u>	-
NET ASSETS			<u>725,642</u>	<u>778,050</u>
FUNDS				
Endowment funds	17		700,026	700,026
Restricted income funds	18		252	106
Unrestricted income funds	19		<u>25,364</u>	<u>77,918</u>
TOTAL FUNDS			<u>725,642</u>	<u>778,050</u>

These accounts were approved by the members of the committee and authorised for issue on the 9 November 2015 and are signed on their behalf by:



Mr A Boucher
Trustee

Company Registration Number: 03162045

The notes on pages 10 to 16 form part of these accounts.

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2015

1. ACCOUNTING POLICIES

Basis of accounting

The accounts have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), and the requirements of the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005).

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

Fixed assets

All fixed assets are initially recorded at cost.

Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Freehold Property	-	2% straight line
Office equipment	-	25% straight line
Fixtures & Fittings	-	33% straight line

Pension costs

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the statement of financial activities.

2. VOLUNTARY INCOME

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £	<i>Total Funds 2014 £</i>
Donations				
Grants and Donations	<u>64,922</u>	<u>308,497</u>	<u>373,419</u>	<u>492,140</u>

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2015

3. INVESTMENT INCOME

	Unrestricted Funds	Total Funds 2015	<i>Total Funds</i> 2014
	£	£	£
Rental income - Community centre	39,404	39,404	38,260
Bank interest receivable	336	336	178
	<u>39,740</u>	<u>39,740</u>	<u>38,438</u>

4. OTHER INCOMING RESOURCES

	Unrestricted Funds	Total Funds 2015	<i>Total Funds</i> 2014
	£	£	£
Other generated income	29,447	29,447	21,285
Consultancy income	-	-	500
Fundraising events	132,461	132,461	-
	<u>161,908</u>	<u>161,908</u>	<u>21,785</u>

5. COSTS OF GENERATING VOLUNTARY INCOME

	Unrestricted Funds	Total Funds 2015	<i>Total Funds</i> 2014
	£	£	£
Fundraising events cost	46,590	46,590	1,125

6. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds	Restricted Funds	Total Funds 2015	<i>Total Funds</i> 2014
	£	£	£	£
Wages and salaries	3,500	377,155	380,655	340,307
National insurance	-	32,974	32,974	26,519
Pension cost	14,070	32,404	46,474	59,371
Youth project	-	621	621	1,914
Premises insurance	-	1,139	1,139	911
Course participants travel	-	800	800	1,909
Maintenance	-	8,987	8,987	9,502
Light and heating	-	2,338	2,338	2,391
Water rate	-	611	611	596
Support costs	-	54,991	54,991	59,515
	<u>17,570</u>	<u>512,020</u>	<u>529,590</u>	<u>502,935</u>

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2015

7. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Direct costs	Support costs	Total Funds 2015	<i>Total Funds</i> 2014
	£	£	£	£
Wages and salaries	380,655	9,198	389,853	348,973
National insurance	32,974	-	32,974	26,519
Pension cost	46,474	-	46,474	59,371
Youth project	621	-	621	1,914
Premises insurance	1,139	-	1,139	911
Course participants travel	800	-	800	1,909
Maintenance	8,987	-	8,987	9,502
Light and heating	2,338	-	2,338	2,391
Water rate	611	-	611	596
Travel and subsistence	-	2,034	2,034	1,540
Motor running cost	-	511	511	1,213
Legal and professional fees	-	2,174	2,174	2,758
Telephone	-	7,445	7,445	8,132
Printing, postage and stationery	-	9,284	9,284	4,087
CoCreation JCP	-	7,086	7,086	17,913
Employability4Schools	-	1,272	1,272	-
Rent	-	3,974	3,974	3,458
Light and heat	-	4,387	4,387	4,204
Computer expenses	-	1,996	1,996	1,570
Premises insurance	-	4,848	4,848	4,795
Water rate	-	782	782	1,179
	<u>474,599</u>	<u>54,991</u>	<u>529,590</u>	<u>502,935</u>

8. GOVERNANCE COSTS

	Unrestricted Funds	Restricted Funds	Total Funds 2015	<i>Total Funds</i> 2014
	£	£	£	£
Wages and salaries	-	14,900	14,900	13,513
Employer's NIC	-	807	807	950
Hire of small equipment	-	-	-	99
Accountancy fees	3,272	-	3,272	1,200
Auditors' remuneration	2,640	-	2,640	2,400
Childcare vouchers	-	-	-	536
Consultancy fees	1,108	-	1,108	200
Staff welfare	690	-	690	372
Interest payable	2,689	-	2,689	476
Bank charges	2,778	-	2,778	1,829
Depreciation - tangible fixed assets	240	-	240	2,249
Depreciation - property	14,001	-	14,001	14,001
Pension costs	-	625	625	2,345
Bad debt write off	1,547	-	1,547	61
Repairs and renewals	869	-	869	381
Subscriptions	750	-	750	400
Training	1,710	-	1,710	385
Recruitment cost	2,669	-	2,669	635
	<u>34,963</u>	<u>16,332</u>	<u>51,295</u>	<u>42,032</u>

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2015

9. DIRECT COSTS

	Community Centre	Empl Prog	Total	2014
	£	£	£	£
Premises insurance	1,139	–	1,139	911
Course Participants travel	–	800	800	1,909
Maintenance	8,987	–	8,987	9,502
Light and heating	2,338	–	2,338	2,391
Water rate	611	–	611	595
Youth Project	621	–	621	1,914
Wages and salaries	3,500	377,155	380,655	340,307
National insurance	–	32,974	32,974	26,519
Pension cost	–	46,474	46,474	59,371
	<u>17,196</u>	<u>457,403</u>	<u>474,599</u>	<u>443,419</u>

10. ANALYSIS OF SUPPORT COSTS

	Employment programme	Total 2014
	£	£
Travel and subsistence	2,034	1,540
Motor running cost	511	1,213
Legal and professional fees	2,174	2,758
Telephone	7,445	8,132
Printing, postage and stationery	9,284	4,087
CoCreation JCP	8,358	17,913
Rent	3,974	3,458
Light and heat	4,387	4,204
Computer expenses	1,996	1,570
Premises insurance	4,848	4,797
Water rate	782	1,179
Cleaner's wages	9,198	8,666
	<u>54,991</u>	<u>59,517</u>

11. NET (OUTGOING)/INCOMING RESOURCES FOR THE YEAR

This is stated after charging:

	2015	2014
	£	£
Staff pension contributions	47,099	61,716
Amortisation of intangible assets	14,001	14,001
Depreciation	240	2,249
Auditors' remuneration:		
- audit of the financial statements	2,640	2,400
- other fees (see below)	1,440	1,200
	<u>65,380</u>	<u>81,566</u>

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2015

11. NET (OUTGOING)/INCOMING RESOURCES FOR THE YEAR (continued)

Auditor's fees

The fees charged by the auditor can be further analysed under the following headings for services rendered:

	2015	2014
	£	£
Accountancy	<u>1,440</u>	<u>1,200</u>

12. STAFF COSTS AND EMOLUMENTS

Total staff costs were as follows:

	2015	2014
	£	£
Wages and salaries	404,753	362,486
Social security costs	33,779	27,469
Other pension costs	47,099	61,716
	<u>485,631</u>	<u>451,671</u>

Other pension costs above represents the total operating charge included in resources expended in the statement of financial activities and does not include amounts included in other finance costs (see note).

Particulars of employees:

The average number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2015	2014
	No	No
Senior Management	2	2
Training	4	2
Corporate partnerships	1	-
Support	2	1
Management, Admin & Finance	3	3
Community & Youth work	2	2
Employment Services	-	2
Community Liaison Team	-	2
Partnership Manager	-	1
Education	1	-
Associate Recruitment	2	-
	<u>17</u>	<u>15</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2015	2014
	No	No
£60,001 to £70,000	<u>1</u>	<u>1</u>

**MAKING THE LEAP
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2015

13. TANGIBLE FIXED ASSETS

	Freehold property £	Equipment £	Fixtures & Fittings £	Total £
COST				
At 1 April 2014	700,026	43,599	51,640	795,265
Additions	—	958	—	958
At 31 March 2015	<u>700,026</u>	<u>44,557</u>	<u>51,640</u>	<u>796,223</u>
DEPRECIATION				
At 1 April 2014	28,002	43,599	51,640	123,241
Charge for the year	14,001	240	—	14,241
At 31 March 2015	<u>42,003</u>	<u>43,839</u>	<u>51,640</u>	<u>137,482</u>
NET BOOK VALUE				
At 31 March 2015	<u>658,023</u>	<u>718</u>	<u>—</u>	<u>658,741</u>
At 31 March 2014	<u>672,024</u>	<u>—</u>	<u>—</u>	<u>672,024</u>

14. DEBTORS

	2015 £	2014 £
Trade debtors	<u>28,260</u>	<u>47,841</u>

15. CREDITORS: Amounts falling due within one year

	2015 £	2014 £
Bank loans and overdrafts	22,749	18,519
Trade creditors	462	2,043
Taxation and social security	10,376	7,669
Other creditors	11,594	7,052
Accruals	<u>79,318</u>	<u>34,380</u>
	<u>124,499</u>	<u>69,663</u>

The bank loan from The Charity Bank is secured by a first charge over the company's freehold property

16. CREDITORS: Amounts falling due after more than one year

	2015 £	2014 £
Bank loans and overdrafts	<u>66,045</u>	<u>—</u>

The bank loan from The Charity Bank is secured by a first charge over the company's freehold property

**MAKING THE LEAP
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NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2015

17. ENDOWMENT FUNDS

	Balance at 1 April 2014 and at 31 March 2015 £
Permanent endowments	
Permanent Endowment Fund	<u>700,026</u>

There have been no movements on endowment funds during the year ended 31 March 2015.

18. RESTRICTED INCOME FUNDS

	Balance at 1 Apr 2014 £	Incoming resources £	Outgoing resources £	Transfers £	Balance at 31 Mar 2015 £
Restricted Fund	<u>107</u>	<u>308,497</u>	<u>(528,352)</u>	<u>220,000</u>	<u>252</u>

19. UNRESTRICTED INCOME FUNDS

	Balance at 1 Apr 2014 £	Incoming resources £	Outgoing resources £	Transfers £	Balance at 31 Mar 2015 £
General Funds	<u>77,917</u>	<u>266,570</u>	<u>(99,123)</u>	<u>(220,000)</u>	<u>25,364</u>

20. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Tangible fixed assets £	Net current assets/ (liabilities) £	Total £
Unrestricted Income Funds	<u>658,981</u>	<u>28,126</u>	<u>687,107</u>
Total Funds	<u>658,981</u>	<u>28,126</u>	<u>687,107</u>

21. COMPANY LIMITED BY GUARANTEE

Making The Leap is a company limited by guarantee and accordingly does not have share capital