

Company No. 02827835 (England & Wales)  
Charity No. 1040962

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**TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED**  
**(A company limited by guarantee)**

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**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**For The Year Ended 31 March 2016**

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**TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED**  
**(A company limited by guarantee)**

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# **TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED**

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## **Legal and Administrative Information** **For the year ended 31 March 2016**

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### **TRUSTEES/DIRECTORS**

Nick Adams	(resigned December 2015)	Lloyd's Community Programme
Gunner Burkhart	(resigned December 2015)	Nomura International
Mark Campbell	(Chair)	Clifford Chance
Anne Canning	(resigned September 2015)	London Borough of Tower Hamlets
Richard Foley		Sir John Cass Foundation
Michael Furtado	(appointed on October 2015)	Bank of America Merrill Lynch
Emily Huns		Queen Mary University of London
Robin Linnecar	(resigned December 2015)	Praesta Partners LLP ( Former Chair of Trustees)
Gerry McDonald		Tower Hamlets College (Principal)
David Pack		Corporation of London
Philip Proost	(resigned September 2015)	Catlin UK
Jennifer Publicover		Morgan Stanley
Michelle Quest		KPMG
Peter Sherratt		Lehman Brothers
Esra Turk	(appointed in March 2016)	Barclays

### **SECRETARY**

Helen Sanson

### **REGISTERED OFFICE**

Norvin House, 45-55 Commercial Street, London, E1 6BD

### **COMPANY NUMBER**

02827835

### **CHARITY NUMBER**

1040962

### **BANKERS**

HSBC, 75 Whitechapel Road, London E1 1DU

Santander, 298 Deansgate, Manchester M3 4HH

CCLA, 80 Cheapside, London EC2V 6DZ

### **SOLICITORS**

Russell-Cooke, 2 Putney Hill, Putney, London SW15 6AB

### **AUDITORS**

Goldwins, 75 Maygrove Road, West Hampstead, London NW6 2EG

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# **TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED**

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## **Trustees' Report For the year ended 31 March 2016**

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The trustees (who are also the directors) present their report and the audited financial statements of the charitable company for the year ended 31 March 2016. The statutory information is shown on Page 1

### **STRUCTURE, GOVERNANCE AND MANGEMENT**

Tower Hamlets Education Business Partnership is a registered charity and company limited by guarantee. 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. The governing document is the Articles of Association which was amended in November 2014 to incorporate the Memorandum and to change our articles to include the provision of working nationally.

The Articles of Association (Section 32) define who should be Trustees of Tower Hamlets Education Business Partnership. Trustees are recruited against the criteria laid out in Section 32.

New Trustees are briefed by the Chief Executive and the Chairman.

Trustees take decisions affecting the strategy of the Education Business Partnership and issues affecting the statutory responsibilities of the organisation. The Chief Executive takes decisions affecting the day to day running of the organisation.

The major risk facing the Education Business Partnership is financial. The removal or reduction of public funding for education business link activities means the organisation must seek new and alternative income streams to fund its activities.

### **OBJECTS AND ACTIVITIES**

Tower Hamlets Education Business Partnership seeks to encourage businesses and their employees to invest time and other resources in all Tower Hamlets Primary, Secondary and Special Needs Schools and Tower Hamlets College to help raise aspirations and achievement and develop students' basic, work related, enterprise and financial literacy skills. In addition, following the change to the Articles of Association, our strategic aim is to deliver our programmes and core activities in other geographical areas which face similar levels of economic and social deprivation.

The organisation delivers a range of structured activities into Tower Hamlets Schools and Schools outside of the Borough, bringing business volunteers into contact with young people to help bring the world of work into the classroom. Our vision is that all young people will learn more, do more and become more as a result of participating in our programmes.

For 74% of Tower Hamlets pupils English is a second language. 54% of pupils qualify for free school meals against a national average of 18%. Against this economic and cultural background many Tower Hamlets pupils and their families lack the basic skills, personal confidence and awareness to identify and pursue career opportunities that match the pupils' undoubted abilities and meet their aspirations. Levels of youth unemployment in the borough remain stubbornly high and there is a cycle of intergenerational unemployment which needs tackling. Business volunteers are used in our programmes to provide that crucial first-hand experience of work. They also act as mentors encouraging and motivating young people to pursue their ambitions and to help them explore the career opportunities available to them and the skills needed to succeed.

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# **TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED**

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## **Trustees' Report**

**For the year ended 31 March 2016**

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Programmes delivered into Schools include the 'Partner' programmes, mentoring, work experience, Getting Ahead, Head to Head, enterprise, financial literacy, Aim2Attain and other aspirational programmes such as the Public Speaking Competition.

Financial literacy continues to be a growing area in primary schools. Our BEE programme (Business Enterprise Education) addressing financial education is the first volunteer led resource to achieve pfeg accreditation (personal finance education group). Following the inclusion of financial literacy as part of the national curriculum we are anticipating a rapid expansion of this programme. This year we have piloted a new project 'Abacus' which is a family financial literacy project designed to engage parents in their children's education as well as deliver practical advice and support for better money management. We have now expanded our aspiration raising University programme Aim2Attain and are delivering this in 14 secondary schools in this academic year. In response to the raised participation age we created a new 6th form programme 'pathways to success' enabling students of all academic abilities to make informed choices about life beyond school. This year saw an expansion of this project to include a 'Pathways to Apprenticeships Fayre' providing a forum for young people to meet employers and find out about school leaver employment opportunities.

THEBP is part of the Fairness Commission, a local government initiative to raise the life and employment chances for young people in the borough. THEBP last year successfully delivered a new work experience standard for local employers and set up the 750 Club to encourage more corporate employers to offer work experience. We delivered this target and have now increased it to the 1000 Club.

Another new initiative implemented this year was the Alumni network. This was set up in response to a need for young people to receive employment related help and support beyond school. Providing advice, information and opportunities to meet employers the aim is to ensure that Tower Hamlets young people make use of connections and are part of a network that can support them into employment.

The Education Business Partnership makes extensive use of business volunteers from local companies to support the programmes delivered into Tower Hamlets Schools. Business volunteers are trained, police checked where appropriate, given support materials and introduced into a School or programme. We aim to work with 5,000 volunteers in the next academic year.

## **ACHIEVEMENTS AND PERFORMANCE**

The programmes delivered by the Education Business Partnership seek to help schools raise academic achievement amongst young people in the borough and help young people develop their work related skills. Academic success of 11 year olds in Maths and English (Key Stage 2 and teacher assessment results) continues to improve with many Primary Schools reporting results at or above national averages – particularly impressive given that the majority of pupils join Tower Hamlets Primary Schools not speaking English. Borough GCSE results are at or above the national averages again for 5 A-C passes including English and Maths. A' level results for the borough are disappointing compared to neighbouring boroughs and we will continue to support schools with interventions that will drive standards up. Results from individual programmes are aggregated and used by project managers and project Steering Groups to monitor the on-going effectiveness of the programmes. Schools consistently report on the positive impact on personal self-confidence and academic achievement of students in regular contact with a business volunteer from outside their immediate environment. We serve over 5,000 unique pupils through our programmes every year. We deliver over 400 days of enterprise and financial literacy education and we source 3,000 work experience placements. 2,500 primary age children benefit from our partner schemes addressing literacy and numeracy issues.

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# **TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED**

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## **Trustees' Report For the year ended 31 March 2016**

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Tower Hamlets Education Business Partnership has formal and informal partnerships in place in support of its aims and objectives. This includes membership of the London EBP Network, a consortium of London Education Business Partnerships. We are also members of NEBPn, a national trade association of Education Business Partnerships. It also works closely whenever possible with the neighbouring boroughs of Hackney, Newham and Southwark and the City of London.

The major factor impacting the future direction of Tower Hamlets Education Business Partnership is the withdrawal of local and national public sector funding from education business link activities. The EBP will continue to seek alternative funding for these programmes from other sources as there is continuing heavy demand for the programmes from Tower Hamlets Schools.

Tower Hamlets Education Business Partnership has Investor in People status which has been retained for a further 3 years.

### **FINANCIAL REVIEW**

The unrestricted reserves of the Education Business Partnership equate to 10 months expenditure. This level of reserve was agreed by the Trustees providing an essential buffer as the EBP seeks alternative income streams. Reserves are held in notice interest bearing accounts with Santander, CAF and CCLA.

Within the unrestricted reserves the Board has designated £100,000 to ensure the Aim2Attain programme could be delivered for at least a further 12 months should we be unable to secure funding for the project. Funding sources are a combination of private sector and Charitable Trust grants, local public sector funding contracts and income from Schools.

The 2016/2017 Budget is forecasting a deficit for the coming year – principally due to continued reduced public sector income and the loss of fixed year grants. Steps are in hand to reduce this – we are exploring models of funding to ensure we can deliver programmes more sustainably in future. We are beginning to work beyond the borough of Tower Hamlets which is another source of new income, with a particular focus on work in Greenwich. Costs at all levels are being carefully managed and we are conducting a cost reduction programme.

### **PLANS FOR FUTURE PERIODS**

THEBP will continue to deliver its portfolio of secondary school programmes focusing keenly on enterprise and employability skills. We will further evolve our work with 6th forms now that all young people are required to remain in education or training until 18.

We will continue our close alignment to Tower Hamlets Children's Services, supporting the borough three year Children and Young People's Plan and the work of the Fairness Commission. In primary schools we will continue to support the literacy and numeracy development of pupils through the weekly partner schemes and will expand the BEE financial literacy programme, including the Abacus family finance programme delivered with a local partner to parents and children. THEBP has signed Service Level Agreements with the secondary and primary schools for both education business link activities and enterprise activities. We have made a start with expansion plans into the London borough of Greenwich and have begun to deliver some pilot activity which we hope we can build on.

THEBP will continue to review its portfolio of programmes to ensure they remain both consistent with the needs of schools and business and are cost effective and fully funded.

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## **TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED**

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### **Trustees' Report For the year ended 31 March 2016**

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#### **TRUSTEES**

Trustees who served during the year are shown below:-

Nick Adams (resigned December 2015)

Gunner Burkhart (resigned December 2015)

Mark Campbell (Chair)

Anne Canning (resigned September 2015)

Richard Foley

Emily Huns

Robin Linnekar (resigned December 2015)

David Pack

Phillip Proost (resigned September 2015)

Jennifer Publicover

Peter Sherratt

Michael Furtado

Esra Turk

Gerry McDonald

Wendy Hicks (resigned July 2015)

Michelle Quest

The trustees have delegated responsibility for the day to day management of The Tower Hamlets Education Business Partnership Limited to the Chief Executive Helen Sanson.

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# **TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED**

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## **Statement of Trustees' Responsibilities**

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Company and charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the trustees are required to:-

1. Select suitable accounting policies and then apply them consistently.
2. Make judgements and estimates that are reasonable and prudent.
3. Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as the directors are aware at the time the report is approved

- There is no relevant audit information of which the company's auditors are unaware, and
- The directors have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

## **RELATED PARTIES**

Related parties are shown in Note 15 to the financial statements.

## **AUDITORS**

The auditors, Goldwins Chartered Accountants, offer themselves for appointment in accordance with section 485 of the Companies Act 2006.

This report was approved by the board on 1 July 2016 and signed on their behalf.



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**Mark Campbell**  
**Director and Chairman**



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# **TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED**

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## **Independent Auditors' Report**

### **To The Members of Tower Hamlets Education Business Partnership Limited**

#### **For the year ended 31 March 2016**

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We have audited the financial statements of Tower Hamlets Education Partnership Limited for the year ended 31<sup>st</sup> March 2016 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash flows and the related notes. The financial reporting framework that has been applied to their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 members 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 members 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' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements 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 financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. This includes an assessment of:

- whether the accounting policies are appropriate to the charitable company'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 financial statements.

In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

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# **TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED**

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## **Independent Auditors' Report**

**To The Members of Tower Hamlets Education Business Partnership Limited  
For the year ended 31 March 2016**

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### **Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31<sup>st</sup> March 2016 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; 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' report for the financial year for which the financial statements are prepared is consistent with the financial statements.

### **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 financial statements 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.

**Anthony Epton (Senior Statutory Auditor)  
for and on behalf of  
Goldwins Limited  
Statutory Auditor  
Chartered Accountants  
75 Maygrove Road  
West Hampstead  
London NW6 2EG**

# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Statement of Financial Activities (Incorporating Income and Expenditure Account) For the year ended 31 March 2016

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2016 £	Total Funds 2015 £
<b>INCOME FROM:</b>					
Donations	3	72,004	34,165	106,169	141,748
Charitable activities	4	368,276	335,453	703,729	949,356
Investment income		11,801	-	11,801	16,768
<b>TOTAL INCOME</b>		<b>452,081</b>	<b>369,618</b>	<b>821,699</b>	<b>1,107,872</b>
<b>EXPENDITURE ON:</b>					
Raising funds	5	57,718	-	57,718	44,068
Charitable activities	5	300,662	904,595	1,205,257	969,932
<b>TOTAL EXPENDITURE</b>		<b>358,380</b>	<b>904,595</b>	<b>1,262,975</b>	<b>1,014,000</b>
Net income / (expenditure) for the year		93,701	(534,977)	(441,276)	93,872
Transfers between funds		(91,891)	91,891	-	-
Net movement in funds		1,810	(443,086)	(441,276)	93,872
Funds Balance brought forward at 1 April 2015		1,095,233	821,155	1,916,388	1,822,516
<b>Funds Balance carried forward at 31 March 2016</b>	12	<b>£ 1,097,043</b>	<b>£ 378,069</b>	<b>£ 1,475,112</b>	<b>£ 1,916,388</b>

The attached notes form part of these financial statements.

# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Balance Sheet As at 31 March 2016

		2016	2015
	Notes	£	£
<b>CURRENT ASSETS</b>			
Fixed assets	8	37,882	44,904
Debtors	9	193,676	315,544
Cash at bank and in hand		1,417,636	1,815,830
		<u>1,649,194</u>	<u>2,176,278</u>
<b>CREDITORS:</b> Amounts falling due within one year	10	(174,082)	(259,890)
<b>NET ASSETS</b>		<u>£ 1,475,112</u>	<u>£ 1,916,388</u>
<b>FUNDS</b>			
Restricted funds		378,069	821,155
Unrestricted funds:			
Designated funds		100,000	100,000
General funds		997,043	995,233
<b>TOTAL FUNDS</b>	12	<u>£ 1,475,112</u>	<u>£ 1,916,388</u>

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

The accounts were approved by the board of directors on..... *1 July 2016* .....



.....  
**Mark Campbell**  
**Director and Chairman**

**Company Registration No. 02827835**

The attached notes form part of these financial statements.

# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Statement of Cash Flows For the year ended 31 March 2016

	Note	2016 £	2016 £	2015 £	2015 £
<b>Net cash provided by / (used in) operating activities</b>	15		(406,035)		(24,388)
<b>Cash flows from investing activities:</b>					
Interest/ rent/ dividends from investments		11,801		16,768	
Sale/ (purchase) of fixed assets		(3,960)		(26,291)	
Sale/ (purchase) of investments		-		-	
<b>Cash provided by / (used in) investing activities</b>			7,841		(9,523)
<b>Cash flows from financing activities:</b>					
Repayments of borrowing		-		-	
Cash inflows from new borrowing		-		-	
Receipt of endowment		-		-	
<b>Cash provided by / (used in) financing activities</b>			-		-
<b>Change in cash and cash equivalents in the year</b>			(398,194)		(33,911)
Cash and cash equivalents at the beginning of the year			1,815,830		1,849,741
<b>Cash and cash equivalents at the end of the year</b>	16		1,417,636		1,815,830

**Notes to the Financial Statements**  
**For the year ended 31 March 2016**

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**1. ACCOUNTING POLICIES****1.1 Basis of accounting**

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) (August 2014) and the Companies Act 2006. The principal accounting policies adopted in the preparation of the financial statements are as follows:

**1.2 Taxation**

The charitable company is exempt from taxation under section 466 to 493 of the Corporation Tax Act 2010.

**1.3 Incoming resources**

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

Grants are credited to incoming resources when they are receivable as the charity's own money, unless they are for activities that relate to a specific future period, in which case they are deferred to that period.

Income received under contracts for services which cross over the year end are recognised in the financial statements in line with the percentage of completion of the contract at the year end.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

**1.4 Resources expended**

Partner costs are recognised in the period in which they are incurred all other resources expended are recognised on an accruals basis.

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# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

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## Notes to the Financial Statements For the year ended 31 March 2016

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Resources expended are allocated to a particular activity where the cost relates directly to that activity. They include irrecoverable VAT. The administration and management costs of each activity are apportioned, based on an estimate of the staff time attributable, to each of the organisation's projects and activities.

### 1. ACCOUNTING POLICIES - (CONTINUED)

#### 1.5 Fund accounting

Unrestricted funds comprise income received, without a specified purpose, and expenditure for the objects of the charity.

Restricted funds comprise income received for a specified purpose as laid down by the donor. Expenditure which meets this criteria is identified to the fund, together with a fair allocation of management and support costs.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

#### 1.6 Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	-	25% reducing balance
Fixtures and fittings	-	20% reducing balance

#### 1.7 Pensions costs

The company makes pension contributions equivalent to a minimum of 5% of gross salaries on behalf of its employees. Employees are entitled to join the scheme after being in post for three months. The contributions are charged to the Statement of Financial Activities on an accrual basis.

#### 1.8 Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. No key judgements have been made by the charitable company which have a significant effect on the accounts. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Notes to the Financial Statements For the year ended 31 March 2016

### 2. DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2015 (COMPARATIVES)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2015 £
<b>Income from</b>			
Donations	114,748	27,000	141,748
Investment income	16,768	-	16,768
Charitable activities	309,969	639,387	949,356
	441,485	666,387	1,107,872
	441,485	666,387	1,107,872
<b>EXPENDITURE ON</b>			
Raising funds	44,068	-	44,068
Charitable activities	378,881	591,051	969,932
	422,949	591,051	1,014,000
	422,949	591,051	1,014,000
Net Incoming / (Outgoing) Resources before transfers	18,536	75,336	93,872
Transfers between funds	(133,975)	133,975	-
	(115,439)	209,311	93,872
Net Incoming / (Outgoing) Resources for the year	(115,439)	209,311	93,872
Funds Balance brought forward at 1 April 2014	1,210,672	611,844	1,822,516
	£ 1,095,233	£ 821,155	£ 1,916,388
<b>Funds Balance carried forward at 31 March 2015</b>	<b>£ 1,095,233</b>	<b>£ 821,155</b>	<b>£ 1,916,388</b>



# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Notes to the Financial Statements For the year ended 31 March 2016

### 3. INCOME FROM DONATIONS

	Unrestricted Funds	Restricted Funds	Total Funds 2016	Total Funds 2015
	£	£	£	£
ADM Investor Services Ltd	2,840	-	2,840	5,000
Advent Capital (Holdings) Ltd	-	-	-	15,000
Allen and Overy	5,000	-	5,000	5,000
Bank of England	5,000	-	5,000	5,420
Blackrock Investments	10,000	-	10,000	10,000
Clifford Chance	-	14,000	14,000	14,000
Credit Suisse First Boston	5,000	-	5,000	5,000
Deloitte & Touche	-	-	-	5,000
Derek Shuttleworth Education	-	-	-	2,000
Faraday	1,500	-	1,500	1,500
Financial Conduct Authority	-	5,000	5,000	5,000
Fitch Ratings Limited	-	-	-	1,500
Freshfields Bruckhaus Deringer	-	5,000	5,000	5,000
KPMG	10,000	-	10,000	10,000
Lloyds	8,750	-	8,750	15,000
London Borough of Tower Hamlet	23,664	-	23,664	23,664
N M Rothschild	-	-	-	1,400
Prudential PLC	-	165	165	10,085
The QBE Foundation	-	10,000	10,000	-
Wogen Anniversary Trust	-	-	-	1,000
Other donations	250	-	250	1,179
<b>TOTAL DONATION</b>	<b>72,004</b>	<b>34,165</b>	<b>106,169</b>	<b>141,748</b>

# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Notes to the Financial Statements For the year ended 31 March 2016

### 4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total funds 2016 £	Total funds 2015 £
Ashurst LLP	-	15,000	15,000	12,000
Aldgate & Allhallows	-	7,180	-	-
Allen and Overy	250	-	250	-
AON	-	1,000	1,000	-
Bank of America Merrill Lynch	-	16,311	16,311	236,736
Barclays	3,500	37,650	41,150	75,000
Bishop Challoner School	-	7,305	7,305	-
City of London	-	10,000	10,000	10,000
Clyde & Co LLP	-	3,500	3,500	3,000
Clifford Chance	-	-	-	1,000
Deloitte LLP	-	-	-	1,580
East End Community Foundation	-	-	-	18,091
Futures Advice	-	-	-	1,166
Grant Thornton UK LLP	2,400	-	2,400	-
Inspire!	-	8,910	8,910	-
J P Morgan	-	2,080	2,080	79,166
KPMG	700	10,000	10,700	27,575
Lloyds	3,355	57,267	60,622	121,061
London Borough of Tower Hamlets	-	20,000	20,000	20,000
Man Group PLC	-	50,000	50,000	-
Marketing in Partnership	-	3,000	3,000	-
Morgan Stanley	-	19,000	19,000	15,000
Nomura	-	-	-	25,000
Rothschild	-	-	-	1,750
Royal Masonic Trust	-	10,000	10,000	-
RSA Insurance Group	-	10,000	10,000	10,000
Skadden, Arps, Slate, M&F (UK) LLP	-	2,500	2,500	-
United Way Worldwide	-	-	-	13,401
Work experience fees	136,833	-	136,833	148,391
DBS Check	28,580	-	28,580	6,340
Bursaries	-	43,000	43,000	-
Other income	1,975	1,750	3,725	582
<i>Service level agreements</i>				
SLA – Primary	36,600	-	36,600	50,517
SLA – Secondary	154,083	-	154,083	72,000

# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Notes to the Financial Statements For the year ended 31 March 2016

368,276
335,453
703,729
949,356

### 5. ANALYSIS OF EXPENDITURE

	Basis of allocation	Raising funds £	Charitable activities £	Support costs £	Governance costs £	Total 2016 £	Total 2015 £
Staff costs	Direct	57,718	670,250	69,020	-	796,988	713,373
Training & recruitment	Direct	-	-	13,707	-	13,707	10,243
Direct project expenditure	Direct	-	157,106	-	-	157,106	117,111
Consultancy	Direct	-	-	41,518	-	41,518	31,746
Depreciation	Direct	-	-	10,982	-	10,982	12,911
Advertisement	Direct	-	-	1,518	-	1,518	1,190
IT Costs	Direct	-	-	34,013	-	34,013	30,178
Rent and rates	Direct	-	-	46,429	-	46,429	48,061
Telephone	Direct	-	-	3,216	-	3,216	3,691
Cleaning services	Direct	-	-	3,830	-	3,830	3,847
Insurance / health & safety	Direct	-	-	7,778	-	7,778	7,246
Repairs & maintenance	Direct	-	-	-	-	-	337
Printing, postage & stationery	Direct	-	-	18,814	-	18,814	19,299
Legal & professional fees	Staff time	-	34,773	30,816	-	65,589	5,566
Subscriptions	Direct	-	-	1,254	-	1,254	325
Bank charges	Direct	-	-	-	215	215	118
Audit fees	Direct	-	-	-	4,000	4,000	4,000
Other governance costs	Direct	-	-	-	4,637	4,637	205
Bursaries paid	Direct	-	43,000	-	-	43,000	-
Other sundry expenses	Direct	-	-	8,381	-	8,381	4,553
		<u>57,718</u>	<u>905,129</u>	<u>291,276</u>	<u>8,852</u>	<u>1,262,975</u>	<u>1,014,000</u>
Support costs	Staff time	-	291,276	(291,276)	-	-	-
Governance costs	Staff time	-	8,852	-	(8,852)	-	-
Total expenditure 2016		<u>57,718</u>	<u>1,205,257</u>	<u>-</u>	<u>-</u>	<u>1,262,975</u>	
Total expenditure 2015		<u>44,068</u>	<u>969,932</u>	<u>-</u>	<u>-</u>	<u>1,014,000</u>	

Support and governance costs refer to the costs involved in operational activity which support the delivery of the charitable aims. They are allocated on the basis of projected time spent by staff on each activity.

Of the total expenditure, £358,380 was unrestricted (2014: £422,949) and £904,595 was restricted (2014: £591,051).

# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Notes to the Financial Statements For the year ended 31 March 2016

### 6. NET (EXPENDITURE) / INCOME

	2016	2015
	£	£
This is stated after charging:		
Operating lease rentals on property	27,214	27,214
Depreciation of tangible fixed assets	10,982	12,911
Auditors' remuneration - audit services	4,000	4,000
	=====	=====

During the year, no Trustees received any remuneration or any benefits in kind (2015 – Nil), and no Trustee was reimbursed for expenses (2015 – Nil).

### 7. STAFF COSTS

	2016	2015
	£	£
Employee costs during the year amounted to:		
Salaries	704,400	626,289
Social security costs	57,066	53,065
Pension costs	32,635	31,120
Health care costs	2,886	2,899
	£ 796,988	£ 713,373
	=====	=====

One employee earned more than £60,000 per annum. (2015: No employee earned more than £60,000)

The average monthly numbers of employees during the year were 25 (2015 – 23)

### 8. TANGIBLE FIXED ASSETS

	Computer Equipmen t £	Fixtures Fittings & Equipment £	Total £
COST			
At 1 April 2015	28,327	37,712	66,039
Additions	3,960	-	3,960
At 31 March 2016	32,287	37,712	69,999
DEPRECIATION			
At 1 April 2015	8,112	13,023	21,135

# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Notes to the Financial Statements For the year ended 31 March 2016

Charge for the year	6,044	4,938	10,982
At 31 March 2016	14,156	17,961	32,117
 <b>NET BOOK VALUE</b>			
At 31 March 2016	18,131	19,751	37,882
At 31 March 2015	20,215	24,689	44,904

### 9. DEBTORS

	2016 £	2015 £
Grants and contract debtors	162,300	271,259
Prepayments	17,536	29,303
Other debtors	13,840	14,982
	£193,676	£ 315,544
	=====	=====

### 10. CREDITORS: Amounts falling due within one year

	2016 £	2015 £
Trade creditors	13,509	9,419
Accruals	6,380	8,638
Deferred income	153,405	231,833
Other creditors	788	10,000
	£174,082	£ 259,890
	=====	=====

### Deferred income

	2016 £	2015 £
Balance at the beginning of the year	231,833	157,571
Amount released to income in the year	(231,833)	(157,571)
Amount deferred in the year	153,405	231,833
Balance at the end of the year	153,405	231,833

### 11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total funds 2016	Total funds 2015
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# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Notes to the Financial Statements For the year ended 31 March 2016

	£	£	£	£
<b>Funds Balances at 31 March 2016</b>				
<b>are represented by:</b>				
Current assets	1,101,043	548,151	1,649,194	2,176,278
Current liabilities	(4,000)	(170,082)	(174,082)	(259,890)
<b>Total Net Assets</b>	<b>£ 1,097,043</b>	<b>£ 378,069</b>	<b>£ 1,475,112</b>	<b>£ 1,916,388</b>

## 12. MOVEMENT IN FUNDS

	At the start of the year	Incoming resources	Outgoing resources	Transfers	At the end of the year
	£	£	£	£	£
<b>Restricted funds:</b>					
Aim 2 Attain	137,450	123,601	(133,823)		127,228
Business mentoring	67,716	7,500	(49,330)		25,886
Head to head	(5,412)	10,000	(54,461)	49,873	-
Lloyds - Curriculum	27,907	30,442	(52,346)	-	6,003
NNP-Curriculum	16,194	52,080	(43,296)	36,604	61,582
Lloyds Public Speaking	1,259	2,916	(737)	-	3,438
Adobe- Primary Project	(1,735)		-	1,735	-
Primary projects -					
Other	95,983	50,407	(166,711)	20,321	-
Study Skills	1,024	-	-	(1,024)	-
Conflict Resolution	12,000	15,000	(21,630)	-	5,370
Barclays- Enterprise	3,500	-	-	-	3,500
BOAML - Enterprise	138,941	16,311	(69,078)	3,951	90,125
Citi- Enterprise	4,627	-	-	(4,627)	-
Getting ahead	54,320	2,021	(68,495)	12,154	-
Passport to					
Employment	15,410	-	(63,880)	48,470	-
Pathways to Success	51,962	250	(46,159)	-	6,053
SLA - Enterprise	166,394	-	-	(166,394)	-
Yo Yo - Enterprise	(6,761)	-	-	6,761	-
ESF Apprentice	40,376	-	(53,782)	13,406	-
Pathways to					
Apprenticeships	-	7,180	(19,621)	17,816	5,375
Subjects in the City	-	8,910	(401)	-	8,509
Alumni	-	-	(17,845)	52,845	35,000
Bursaries	-	43,000	(43,000)	-	-
<b>Total restricted funds</b>	<b>821,155</b>	<b>369,618</b>	<b>(904,595)</b>	<b>91,891</b>	<b>378,069</b>
<b>Unrestricted funds:</b>					
Designated funds:					
Aim 2 Attain	100,000	-	-		100,000

# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Notes to the Financial Statements For the year ended 31 March 2016

Total designated funds	100,000	-	-	-	100,000
<b>General funds</b>	995,233	452,081	(358,380)	(91,891)	997,043
<b>Total unrestricted funds</b>	<u>1,095,233</u>	<u>452,081</u>	<u>(358,380)</u>	<u>(91,891)</u>	<u>1,097,043</u>
<b>Total funds</b>	<u>1,916,388</u>	<u>821,699</u>	<u>(1,262,975)</u>	<u>-</u>	<u>1,475,112</u>

### 13. PURPOSE OF RESTRICTED FUNDS

#### **Aim 2 Attain**

To provide a portfolio of aspiration and educational activities for pre and post-16 students in Tower Hamlets, designed to encourage our young people to consider the choice and opportunities open to them to further their education and training.

#### **Business Mentoring**

The Business Mentoring scheme aims to equip pupils with better understanding of career opportunities, develop their employability skills and widen their view of the opportunities available to them.

#### **Head to Head**

To provide a practice interview programme for pupils in secondary school or college that are about to go on work experience, apply for jobs or gain access to higher education.

#### **Lloyds - Curriculum**

Various projects which are managed by Lloyd's Community Programme, an employee volunteer scheme run by Lloyd's on behalf of Lloyd's insurance market ("LCP"). Main projects include: Words and Numbers; Aiming Higher; and Sporting Chances

#### **NNP**

To support young people aged 7 to 14 years to improve confidence and motivation in numeracy.

#### **Public Speaking**

The public speaking contest, run by Tower Hamlets Education Business Partnership (THEBP) in association with Lloyd's Community Programme (LCP)

#### **Adobe – Primary Project**

The programme recruits business volunteers to work with young people (9 to 11 years old) in Tower Hamlets Primary Schools, helping them develop their financial literacy skills.

#### **Primary Projects**

Project aim is to improve the numeracy, literacy, IT skills and strategic thinking skills of young people while at the same time bring them into contact with role models from the world of work.

#### **Study Skills**

Project aimed for secondary schools to run study skills weekends for their students. Weekends have a clear academic focus and concentrate on a particular study skill or curriculum topic with the aim of raising the attainment level of the participating students.

**Notes to the Financial Statements**  
**For the year ended 31 March 2016**

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**Conflict Resolution**

The Ashurst Conflict Resolution Programme consists of an interactive workshop that uses restorative theatre to develop students’:

- Communication, collaboration and problem solving skills
- Ability to influence a situation through positive communication and behaviour
- Overall resilience, self-awareness and self-responsibility
- Leadership and assertiveness skills.

**PURPOSE OF RESTRICTED FUNDS (Continued)****BOAML - Enterprise**

The continued delivery of the award winning FEE programme (Financial Education & Employability) in Bank of America’s partner secondary schools in Tower Hamlets and to support financial literacy education in Tower Hamlets’ primary schools through the innovative BEE programme (Business, Employability and Enterprise)

**Citi - Enterprise**

Helping students in Langdon Park School in the London Borough of Tower Hamlets (the partner School of Citi London) develop their enterprise, employability and financial literacy skills through the delivery of a structured framework of initiatives that will allow pupils to pursue an evidenced based qualification that is equivalent to a GCSE award.

**Getting Ahead**

A unique programme of employability skills based conferences for Tower Hamlets secondary schools. Volunteers work with small groups of students through several workshops.

**Passport 2 Employment**

A programme of employability events and workshops for young people in Tower Hamlets who lack confidence, struggle with communication and/or are less academically able than their peers. Pupils are given a chance to practice key employability and soft skills, while being introduced to the possible career and academic paths open to them.

**Pathways to Success**

A project Supported by J.P. Morgan organises workshops for Post 16 students in Tower Hamlet Sixth Form Colleges and institutions. Volunteers work with young people helping them to prepare for life after Sixth Form College.

**SLA - Enterprise**

A portfolio of programmes and events focusing on Enterprise Skills and Financial Literacy that meet the needs of both schools and their students.

**Yo Yo - Enterprise**

Project based around helping young people reach their potential from developing soft skills to being a community leader. It helps young people to inspire others and to be a role model in their environments.

**ESF - Apprenticeships**

The final phase of Tower Hamlets EBP’s apprenticeship Programme as part of BEP’s London-wide scheme funded by ESF.



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# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

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## Notes to the Financial Statements For the year ended 31 March 2016

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### Pathways to Apprenticeships

A stand-alone careers event for 6th form pupils to learn about apprentice and higher level apprentice opportunities from a range of different sector employers who host stands and workshops at the event.

### Subjects in the City

A cross borough project funded by the City of London Corporation to support teachers to deliver a more work relevant curriculum. Business volunteers were paired with subject teachers to work together to produce curriculum teaching resources that reflect the jobs and skills in the City of London.

## PURPOSE OF RESTRICTED FUNDS (Continued)

### Alumni

A network of current and ex Tower Hamlets students who need support and advice on finding employment opportunities. Events are held throughout the year at various businesses to provide the social networking and connection opportunities that are beyond the reach of most of the borough's young people.

## 14. PURPOSE OF DESIGNATED FUNDS

### Aim 2 Attain

During the year board of trustees designated sum of £100,000 towards Aim2Attain programme to ensure the project could be delivered for at least a further 12 months if THEBP is unable to secure funding for the project.

## 15. RECONCILIATION OF NET INCOME / (EXPENDITURE) TO NET CASHFLOW FROM OPERATING ACTIVITIES

	2016	2015
	£	£
<b>Net movement in funds for the reporting period (as per the statement of financial activities)</b>	<b>(441,276)</b>	88,872
Depreciation	<b>10,982</b>	12,911
Interest, rent and dividends from investments	<b>(11,801)</b>	(16,768)
Losses on investments	-	-
(Loss)/ profit on the sale of fixed assets	-	-
(Increase)/ decrease in stock	-	-
(Increase)/ decrease in debtors	<b>121,868</b>	(169,335)
Increase/ (decrease) in creditors	<b>(85,808)</b>	59,932
<b>Net cash provided by / (used in) operating activities</b>	<b><u>(406,035)</u></b>	<b><u>(24,388)</u></b>

# TOWER HAMLETS EDUCATION BUSINESS PARTNERSHIP LIMITED

## Notes to the Financial Statements For the year ended 31 March 2016

### 16. ANALYSIS OF CASH AND CASH EQUIVALENTS

	At 1 April 2015 £	Cash flows £	Other change s £	At 31 March 2016 £
Cash at bank and in hand	1,815,830	(398,194)	-	1,417,636
<b>Total cash and cash equivalents</b>	<b>1,815,830</b>	<b>(398,194)</b>	<b>-</b>	<b>1,417,636</b>

### 17. LEASE COMMITMENT

The charitable company signed a 5 year lease on office premises in East London in late summer 2013. The annual rent and service charges will be approximately £41,500 per annum.

The minimum annual rentals payable under the leases are as follows:

	2016 £	2015 £
Within 1 year	27,214	27,214
Within 2-5 years	54,428	81,642
	<u>£ 81,642</u>	<u>£ 108,856</u>
	=====	=====

### 18. RELATED PARTY TRANSACTIONS

The charity does not engage in related party transactions directly with its trustees. Some trustees are employed by organisations which give financial support to the charity. The organisations for which the trustees work are shown on page 1. The funding provided is shown on Notes 3 and 4.

Trustees who are also governors of educational establishments which are beneficiaries of the services are:

Gerry McDonald is the Principal of Tower Hamlets College which paid Tower Hamlets Education Business Partnership Limited £26,280 in respect of work experience placements during the year ended 31 March 2016 (2015 - £40,915). There was an outstanding balance of £2,825 due to from Tower Hamlets College as at the year ended 31 March 2016.

Mark Campbell is a Governor of Shapla School which had a £600 service level agreement with Tower Hamlets Education Business Partnership Limited during the year (2015 - £600). There was nothing due to or from Shapla School as at 31 March 2016.