

**Charity number: 1097333**  
**Company number: 4383779**

**Humberside Learning Consortium Limited**  
**(A company limited by guarantee)**

**Trustees' report and financial statements**

**for the year ended 31 March 2008**

**Humberside Learning Consortium Limited**  
**(A company limited by guarantee)**

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**Humberson Learning Consortium Limited**  
**(A company limited by guarantee)**

**Legal and administrative information**

<b>Charity number</b>	1097333	
<b>Company registration number</b>	4383779	
<b>Business address</b>	Goodwin Resource Centre Ice House Road Hull HU3 2HQ	
<b>Registered office</b>	Ice House Road Hull HU3 2HQ 01482 327438 01482 212227	
<b>Trustees</b>	H S Anglum K Jones T Morfin B V Diggle D A Rogers M McCormick D L Willbourne P E Grant N King C Darnell G Doherty P Brown	Resigned February 2008          Appointed April 2007 Appointed June 2007 Appointed July 2008
<b>Secretary</b>	A D Crossland	
<b>Chief executive</b>	H Groves	
<b>Auditors</b>	The cba Partnership 72 Lairgate Beverley East Yorkshire HU17 8EU	

**Humberside Learning Consortium Limited**  
**(A company limited by guarantee)**

**Legal and administrative information**

**Bankers**

Bank of Scotland  
Aldgate House  
Market Place  
Hull

## **Humberside Learning Consortium Limited** **(A company limited by guarantee)**

### **Report of the trustees (incorporating the directors' report) for the year ended 31 March 2008**

The trustees present their report and the financial statements for the year ended 31 March 2008. The trustees, who are also directors for the purposes of company law and who served during the year and up to the date of this report are set out on page 1 - 2.

#### **Structure, governance and management**

##### *Organisational structure*

A board comprising eleven trustees is the current accountable body for policy and oversight within the agreed framework set out in the Memorandum of Association. Members of the trustee board normally serve for a three year period and may be re-elected for further terms. The Board aims to represent the learners supported by the organisation and to do this each of the Local Development Agencies is represented on the board, bringing with them their knowledge of the needs of the client group.

The trustees meet regularly, at least every two months, to discuss and approve major decisions. A formal trustee induction process has been implemented this year. This process includes welcoming the trustee by arranging a visit to the HLC offices, providing them with the governing documents, details of policies and other organisation documents including recent board meeting minutes. Trustee training requirements are identified and addressed as applicable. A Chief Executive, together with the senior management team, manages the day to day operations of the organisation. The Director of Operations also serves as the Company Secretary.

The trustees seek to utilise a partnership approach in the development of strategy, which enables the management team and where possible the wider staff team, to engage in considering the issues affecting the organisation's direction. This ensures that the employed staff team remains fully engaged and the strategic decisions of the board benefit from the expertise of the employed team. Responsibility for the day to day operations and implementation is subsequently taken by each individual member of staff, as appropriate to their level of responsibility within each role.

##### *Management of risk*

The Management Team in conjunction with Trustee representatives review the risks faced by the organisation. A risk register is maintained and scored and this is then reviewed periodically to assess changing risk factors.

The main risks to the organisation considered as part of this strategy are as follows:-

1. Corporate/Strategic Factors
2. Governance and Management
3. Financial
4. Human Resources issues
5. Teaching and Learning/ Partnership activities
6. Communications, Information Technology and MIS
7. Premises and facilities
8. Marketing

##### *Relationship with related parties*

Humberside Learning Consortium utilises a number of contractual partnerships to enable the delivery of a broad range of services in support of learning within the voluntary and community sector. In this context the organisation has worked very successfully with the Humberside Learning & Skills Council, Capacity Builders, Hull & East Yorkshire Community Foundation (previously Hull Cityventure), the Regional Development Agency and Government Office for Yorkshire and Humber.

**Humberside Learning Consortium Limited**  
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**Report of the trustees (incorporating the directors' report)**  
**for the year ended 31 March 2008**

A particular focus for Humberside Learning Consortium is the maintenance of strong partnerships with Local Development Agencies (LDAs) operating within the Humber sub-region. The specialist focus of the organisation on learning delivery within the voluntary and community sector is designed to complement the work of LDAs. As a result Humberside Learning Consortium seeks to utilise opportunities for partnerships in relation to the delivery of learning, in addition to specific provision for LDAs to be represented on the trustee board of HLC. The extensive membership by voluntary and community sector organisations of the LDAs, supports Humberside Learning Consortium in ensuring that strategic direction and service delivery meets the needs of the sector. During 2007/08, Local Development Agency partners were Hull CVS, Community Economic Regeneration Team (CERT), East Riding Voluntary Action Services (ERVAS), North Bank Forum, Voluntary Action North East Lincolnshire (VANEL), Voluntary Action North Lincolnshire (VANL), Humber All Nations Alliance and Humber and Wolds Rural Community Council (HWRCC).

**Objectives and activities**

*Charitable Objects*

The charitable objects of the Company are to promote the advancement of education for the public benefit

- (a) to improve access to learning opportunities for users, volunteers and employees of voluntary and community organisations in Humberside
- (b) to develop voluntary sector learning providers to meet quality thresholds and stakeholder requirements
- (c) to develop a partnership approach to the delivery and development of learning opportunities and good practice
- (d) to carry out any associated activities
- (e) to promote the efficiency and effectiveness of charities, voluntary and community groups based in the Humber region by providing training and ongoing support to increase their ability to access funding and participate in the regeneration of their area.

**Achievements and performance**

The year ended 31st March 2008 although challenging has been another successful year for Humberside Learning Consortium. Throughout this year we have been able to develop and strengthen our relationships with our partners, helping them to build their own capacity. With our partners we have delivered a wider range of learning opportunities to members of the voluntary and community sector, with achievements summarised below;

BME - all outputs exceeded their targets, after an initial slow start. The project engaged 511 learners, with 494 achieving their main learning aim. The project engaged 20 key employers, although towards the end of the project local employers became more difficult to engage. Both beneficiaries into employment and beneficiaries into FE/training vastly exceeded their targets and proved that those from the BME community will carry on with further learning if it is available to them and affordable. For many in the community volunteering is not seen as valuable and it is not understood as a way of entering the labour market and of gaining valuable skills. This project came to an end in December. It performed extremely well overall. It achieved all of its aims and objectives and exceeded all beneficiary output targets. The main achievement of the project has been engaging with and supporting the development of BME organisations to provide learning programmes to people from their communities, delivered in the community. Reaching the targets enabled HLC to negotiate an extension to the project with both extra numbers and funding for another three months.

RAW - all outputs were achieved over profile. A total of 591 learners were engaged. The project also delivered 326 Skills for Life qualifications, and 111 learners achieved more than one qualification, with some achieving up to 4. All outcomes achieved on or above profile. This evidence shows that these learners were supported to a stage where they were confident to progress into other areas, especially training and employment. All milestones achieved. Reaching the targets enabled HLC to negotiate an extension to the project with both extra numbers and funding to be able to continue this work for a further three months after its original end date, all of which were again achieved.

## **HumberSide Learning Consortium Limited** **(A company limited by guarantee)**

### **Report of the trustees (incorporating the directors' report) for the year ended 31 March 2008**

Skills for Life - This project engaged 694 learners, and achieved 669 skills for life qualifications. More advice sessions were given as most organisations concerned, including HLC, believe that IAG is imperative for all learners. Most of the outcomes were achieved, however progression into part-time employment and voluntary work did not seem to appeal to these learners. Organisations have been encouraged to show learners the benefit of volunteering as a stepping stone into employment. All milestones were achieved, with more steering group meetings being attended than required. This was to ensure HLC was kept up-to-date with information. Overall, this contract was seen by the LSC as being a resounding success.

PCDL / NLDC Mainstream - It is projected that the total number of learners engaged through both these funds will be 1518, exceeding the target of 1479. This projection exceeds 06/07 final outturn by 283 learners and represents excellent value for money. Success rates are currently exceeding target by 7% at 87%, and it is anticipated this project will continue to be in the top percentile when benchmarked against other providers.

HLC acts as the accountable body for the Humber FoLDA infrastructure consortium, which currently comprises 10 voluntary sector development agencies in the sub-region (including HLC itself).

Funded through Capacity Builders, FoLDA has been actively engaged in a number of projects in 2007/8 including: Performance Improvement (short courses, master classes, action learning sets and a conference on the theme of sustainability and improved management); Sectorbuild (group purchase, HR support and project design / bid-writing services) and Consortium Development.

In March 2008, HLC was re-accredited with the Customer First quality standard (valid until March 2010) and is currently pursuing the Matrix standard for information, advice and guidance and the Investors in People award. HLC also works continuously towards the PQASSO quality standard and is currently self-assessed at level 2.

#### **Financial review**

HLC's sound financial position has been maintained in the year to March 2008. This will provide us stability while we progress in to a new round of projects and funding regimes.

A net surplus of £44,040 resulted at year end 2007/08.

#### *Reserves Policy*

The trustees have continued to implement a reserves policy and this has been reviewed recently to ensure appropriateness for the organisation and its current and future beneficiaries. Due to the unpredictable nature of income and level of fluidity within the sector, the trustees will hold reserves to the value of at least six months running costs and an element of working cash-flow to allow for projects where funding is geared towards the end of the project span. At the close of the year 2007/08 total unrestricted reserves amounted to £691,863.

In addition, the trustees have followed best practise by holding reserves that covers the provision for all statutory redundancy obligations. This has been set at 1.5 times the level needed at 31st March 2008 to allow for year on year increases with length of service. At 31st March 2008 this amounted to £25,500.

#### **Plans for future periods**

A strategic plan for the period 2008-2011 has been completed and operation plans have been developed from the strategic aims and objectives contained within the strategic plan. This plan has been approved by the trustees with progress reported back to trustees at board meetings.

**Humberside Learning Consortium Limited**  
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**Report of the trustees (incorporating the directors' report)**  
**for the year ended 31 March 2008**

**Statement as to disclosure of information to auditors**

In so far as the trustees are aware:

- there is no relevant audit information of which the charity's auditors are unaware; and
- the trustees have taken all 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.

**Statement of trustees' responsibilities**

The trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company 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 charity and of the surplus or deficit of the charity for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 1985. 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.

**Auditors**

A resolution proposing that The cba Partnership be reappointed as auditors of the charity will be put to the Annual General Meeting.

**Small company provisions**

This report has been prepared in accordance with the special provisions for small companies under Part VII of the Companies Act 1985.

On behalf of the board

**A D Crossland**  
**Secretary**

11 September 2008

**Humberside Learning Consortium Limited**  
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**Independent auditor's report to the members of Humberside Learning Consortium Limited**

We have audited the financial statements of Humberside Learning Consortium Limited for the year ended 31 March 2008 which comprise the statement of financial activities, the balance sheet and the related notes. These financial statements have been prepared under the accounting policies set out therein and the requirements of the Financial Reporting Standard for Smaller Entities.

This report is made solely to the company's members, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the company'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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of the trustees and auditors**

The trustees' (who are also directors for the purposes of company law) responsibilities for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the statement of trustees' responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985, and whether the information given in the trustees' report is consistent with the financial statements. We also report to you if, in our opinion, the charitable company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding trustees' remuneration and other transactions is not disclosed.

We read other information contained in the annual report, and consider whether it is consistent with the audited financial statements. This other information comprises only the trustees' report. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

**Basis of audit opinion**

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

**Humberside Learning Consortium Limited**  
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**Opinion**

In our opinion:

- the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities, of the state of the charitable company's affairs as at 31 March 2008 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended and have been properly prepared in accordance with the Companies Act 1985; and
  
- the information given in the trustees' report is consistent with the financial statements.

**The cba Partnership**  
**Chartered Accountants and**  
**Registered Auditors**  
**17 September 2008**

**72 Lairgate**  
**Beverley**  
**East Yorkshire**  
**HU17 8EU**

**Humberside Learning Consortium Limited**  
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**Statement of financial activities (incorporating the income and expenditure account)**

**For the year ended 31 March 2008**

	Notes	Unrestricted funds £	Restricted funds £	2008 Total £	2007 Total £
<b>Incoming resources</b>					
Incoming resources from generating funds:					
Investment income	2	40,368	-	40,368	39,118
Incoming resources from charitable activities	3	1,040,796	397,604	1,438,400	1,917,095
<b>Total incoming resources</b>		<u>1,081,164</u>	<u>397,604</u>	<u>1,478,768</u>	<u>1,956,213</u>
<b>Resources expended</b>					
Costs of generating funds:					
Cost of generating voluntary income	4	-	-	-	21,000
Charitable activities	5	968,186	450,979	1,419,165	2,108,655
Governance costs	7	10,745	4,818	15,563	45,173
<b>Total resources expended</b>		<u>978,931</u>	<u>455,797</u>	<u>1,434,728</u>	<u>2,174,828</u>
<b>Net incoming/(outgoing) resources before transfers</b>					
		102,233	(58,193)	44,040	(218,615)
Transfer between funds		28,444	(28,444)	-	-
<b>Net movement in funds/Net income/(expenditure) for the year</b>					
		130,677	(86,637)	44,040	(218,615)
<b>Net incoming/(outgoing) resources for the year / Net income/(expenditure) for the year</b>					
		130,677	(86,637)	44,040	(218,615)
Total funds brought forward		561,186	87,508	648,694	867,309
<b>Total funds carried forward</b>		<u>691,863</u>	<u>871</u>	<u>692,734</u>	<u>648,694</u>

The notes on pages 11 to 21 form an integral part of these financial statements.

**Humberstone Learning Consortium Limited**  
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**Balance sheet**  
**as at 31 March 2008**

	Notes	2008		2007	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	14		6,191		4,966
<b>Current assets</b>					
Debtors	15	173,075		146,869	
Cash at bank and in hand		800,214		772,503	
		<u>973,289</u>		<u>919,372</u>	
<b>Creditors: amounts falling due within one year</b>	16	<u>286,746</u>		<u>275,644</u>	
<b>Net current assets</b>			686,543		643,728
<b>Net assets</b>			<u>692,734</u>		<u>648,694</u>
<b>Funds</b>	17				
Restricted income funds			871		87,508
Unrestricted income funds			691,863		561,186
<b>Total funds</b>			<u>692,734</u>		<u>648,694</u>

The financial statements are prepared in accordance with the special provisions of Part VII of the Companies Act 1985 relating to small companies and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2005).

The financial statements were approved by the board on 11 September 2008 and signed on its behalf by

**T Morfin**  
**Director**

**The notes on pages 11 to 21 form an integral part of these financial statements.**

**Humberside Learning Consortium Limited**  
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**Notes to financial statements**  
**for the year ended 31 March 2008**

**1. Accounting policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

**1.1. Basis of accounting**

The financial statements are prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2005), the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in March 2005 (SORP 2005) and the Companies Act 1985.

**1.2. Incoming resources**

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.

Income from investments is included in the year in which it is receivable.

**1.3. Resources expended**

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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 are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

**1.4. Research and development**

Research expenditure is written off to the profit and loss account in the year in which it is incurred.

**1.5. Tangible fixed assets and depreciation**

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

Fixtures, fittings and equipment - 33% straight line

**1.6. Defined contribution pension schemes**

The pension costs charged in the financial statements represent the contribution payable by the charity during the year.

**1.7. Transfers**

The majority of transfers relate to management fee and fee income from restricted to unrestricted funds.

**Humberside Learning Consortium Limited**  
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**Notes to financial statements**  
**for the year ended 31 March 2008**

**2. Investment income**

	<b>Unrestricted funds £</b>	<b>2008 Total £</b>	<b>2007 Total £</b>
Bank interest receivable	40,368	40,368	39,118
	<u>40,368</u>	<u>40,368</u>	<u>39,118</u>

**3. Incoming resources from charitable activities**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2008 Total £</b>	<b>2007 Total £</b>
Learning and Skills Council NLDC	246,251	-	246,251	180,832
Learning and Skills Council LIDF	136,738	-	136,738	179,842
Learning and Skills Council - One Hull NRF	79,920	-	79,920	-
Learning and Skills Council	537,920	-	537,920	686,563
NIACE	10,000	-	10,000	9,458
European Social Fund	-	16,613	16,613	31,246
Big Lottery	1,260	2,994	4,254	14,466
Fairplay	-	-	-	5,993
Single Regeneration Budget SRB6	-	-	-	29,119
Government Office	-	-	-	499,826
Capacity Builders	-	332,766	332,766	130,542
Humber Community Settlement Partnership	-	-	-	67,145
Futurebuilders	-	18,000	18,000	-
Consultancy fees	-	-	-	8,946
Other income	26,105	-	26,105	-
Fees	2,028	-	2,028	-
Course and Advertising fees	574	27,231	27,805	73,117
	<u>1,040,796</u>	<u>397,604</u>	<u>1,438,400</u>	<u>1,917,095</u>

**4. Cost of generating voluntary income**

	<b>2008 Total £</b>	<b>2007 Total £</b>
Advice & guidance (Bid writing)	-	21,000
	<u>-</u>	<u>21,000</u>

**Humberside Learning Consortium Limited**  
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**Notes to financial statements**  
**for the year ended 31 March 2008**

**5. Costs of charitable activities - by fund type**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2008 Total £</b>	<b>2007 Total £</b>
Subcontracted learning	791,288	1,696	792,984	999,420
Learning delivery - direct	(200)	118,654	118,454	269,791
Advice and guidance	12,424	164,251	176,675	716,150
Communications and research	164,674	166,378	331,052	123,294
	<u>968,186</u>	<u>450,979</u>	<u>1,419,165</u>	<u>2,108,655</u>

**6. Costs of charitable activities - by activity**

	<b>Activities undertaken directly £</b>	<b>Support costs £</b>	<b>2008 Total £</b>	<b>2007 Total £</b>
Subcontracted learning	735,081	57,903	792,984	999,420
Learning delivery - direct	98,499	19,955	118,454	269,791
Advice and guidance	166,551	10,124	176,675	716,150
Communications and research	303,531	27,521	331,052	123,294
	<u>1,303,662</u>	<u>115,503</u>	<u>1,419,165</u>	<u>2,108,655</u>

**7. Governance costs**

	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2008 Total £</b>	<b>2007 Total £</b>
Salary costs	1,907	854	2,761	6,893
Employer's NIC	31	7	38	726
Pension costs	-	8	8	690
Staff costs	1,313	588	1,901	2,752
Audit	2,999	1,344	4,343	5,568
Organisational development	2,302	1,033	3,335	21,896
External consultants	-	-	-	3,308
Quality standards	2,193	984	3,177	-
Support - Audit	-	-	-	2,095
Support - External consultants	-	-	-	1,245
	<u>10,745</u>	<u>4,818</u>	<u>15,563</u>	<u>45,173</u>

**Humberside Learning Consortium Limited**  
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**Notes to financial statements**  
**for the year ended 31 March 2008**

**8. Analysis of support costs**

	<b>Subcontracted Learning</b>	<b>Learning Delivery Direct</b>	<b>Advice &amp; Guidance</b>	<b>Communications &amp; Research</b>	<b>2008 Total</b>	<b>2007 Total</b>
	£	£	£	£	£	£
Staff costs	33,312	11,479	5,824	15,833	66,448	55,205
Premises costs	9,549	3,291	1,670	4,538	19,048	18,717
Motor and travelling costs	4,449	1,534	777	2,110	8,870	1,422
Auditors' remuneration	-	-	-	-	-	2,095
Legal and professional fees	-	-	-	-	-	6,150
Other professional fees	-	-	-	-	-	1,245
Communication and information technology	283	98	49	134	564	308
Research and development expenditure	-	-	-	-	-	6,533
ICT and communications	10,310	3,553	1,804	4,906	20,573	26,775
Organisation development	-	-	-	-	-	543
	<u>57,903</u>	<u>19,955</u>	<u>10,124</u>	<u>27,521</u>	<u>115,503</u>	<u>118,993</u>

Allocation of support costs is by staff time.

**Humberstone Learning Consortium Limited**  
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**Notes to financial statements**  
**for the year ended 31 March 2008**

**9. Net incoming/(outgoing) resources for the year**

	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
Net incoming/(outgoing) resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	4,032	3,136
Auditors' remuneration	4,343	7,663
	<u>4,343</u>	<u>7,663</u>

**10. Employees**

<b>Employment costs</b>	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
Wages and salaries	348,148	373,516
Social security costs	34,999	34,812
Pension costs	26,613	33,725
	<u>409,760</u>	<u>442,053</u>

No salaries or wages have been paid to the trustees, during the year.  
 No employee received emoluments of more than £60,000 (2007 : None).

**Number of employees**

The average monthly numbers of employees (including the trustees) during the year, calculated on the basis of full time equivalents, was as follows:

	<b>2008</b>	<b>2007</b>
	<b>Number</b>	<b>Number</b>
CEO	1	1
Senior Management	2	-
Management	7	7
Administration	2	6
	<u>12</u>	<u>14</u>

No remuneration has been paid to trustees (2007: £nil). During the year, expenses have been paid to T Morfin in the sum of £1,050, M McCormick in the sum of £112, P Grant in the sum of £55 and N King in the sum of £106.

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**Notes to financial statements**  
**for the year ended 31 March 2008**

**12. Pension costs**

The company operates a defined contribution pension scheme in respect of the full time staff. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company and amounted to £26,613 (2007 - £33,725).

	<b>2008</b>	<b>2007</b>
	£	£
Pension charge	26,613	33,725

**13. Taxation**

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

**14. Tangible fixed assets**

	<b>Fixtures, fittings and equipment</b>	<b>Total</b>
	£	£
<b>Cost</b>		
At 1 April 2007	16,246	16,246
Additions	5,257	5,257
At 31 March 2008	21,503	21,503
<b>Depreciation</b>		
At 1 April 2007	11,280	11,280
Charge for the year	4,032	4,032
At 31 March 2008	15,312	15,312
<b>Net book values</b>		
At 31 March 2008	6,191	6,191
At 31 March 2007	4,966	4,966

**15. Debtors**

	<b>2008</b>	<b>2007</b>
	£	£
Operating debtors	154,868	126,728
Other debtors	18,207	20,141
	173,075	146,869

**Humberside Learning Consortium Limited**  
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**Notes to financial statements**  
**for the year ended 31 March 2008**

**16. Creditors: amounts falling due within one year**

	<b>2008</b>	<b>2007</b>
	<b>£</b>	<b>£</b>
Operating creditors	248,865	85,760
Grants payable	-	173,127
Accruals and deferred income	37,881	16,757
	<u>286,746</u>	<u>275,644</u>

**17. Analysis of net assets between funds**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fund balances at 31 March 2008 as represented by:			
Tangible fixed assets	6,191	-	6,191
Current assets	835,280	138,009	973,289
Current liabilities	(149,608)	(137,138)	(286,746)
	<u>691,863</u>	<u>871</u>	<u>692,734</u>

**Humberside Learning Consortium Limited**  
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**Notes to financial statements**  
**for the year ended 31 March 2008**

<b>18. Unrestricted funds</b>	<b>At</b>				<b>At</b>
	<b>1 April</b>	<b>Incoming</b>	<b>Outgoing</b>	<b>Transfers</b>	<b>31 March</b>
	<b>2007</b>	<b>resources</b>	<b>resources</b>		<b>2008</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
General Fund	311,968	48,658	(37,328)	140,330	463,628
Redundancy reserve	18,000	-	-	7,500	25,500
Communications	78,000	138,737	(131,998)	(13,739)	71,000
Training News	-	-	-	9,786	9,786
Adult Learning	-	-	-	19,295	19,295
Skills 4 Life	72,057	407,170	(288,325)	(190,902)	-
Mainstream 2006/7	74,283	82,083	(156,366)	-	-
Mainstream 2007/8	-	164,168	(157,762)	17,850	24,256
BME	3,878	130,750	(127,786)	(6,842)	-
E Guides	3,000	-	(2,741)	(259)	-
NIACE	-	10,000	(9,683)		317
Brokerage	-	-	(200)	(200)	-
Quality and Development Programme	-	-	-	65,000	65,000
Initial Teacher Training	-	4,738	-	-	4,738
One Hull	-	79,920	(62,070)	(17,850)	-
OCN Accreditation	-	3,140	(140)	-	3,000
Social Enterprise	-	11,800	(4,932)	(1,525)	5,343
	<u>561,186</u>	<u>1,081,164</u>	<u>(978,931)</u>	<u>28,444</u>	<u>691,863</u>

**Purposes of unrestricted funds**

The general reserve to be used in accordance with the charitable objectives and the reserves policy of Humberside Learning Consortium.

The redundancy reserve is a designated fund set aside to cover any potential liability to pay redundancy in the event that the company ceases operations

Communications - Delivering a communications strategy, cascading information externally reaching users and identifying potential users and increase overall participation in learning.

Training News - A quarterly publication covering training in the sub region and policy matters. Supplemented by a monthly e-bulletin to registered users. See <http://www.hlc-vol.org/trainingnews.asp>

Adult Learning - Provision of short courses for adult learning

Skills 4 Life - Provision of learning programmes for people with low levels of literacy and numeracy.

Mainstream - Provision of adult and community learning in the most deprived areas of the Humber region.

Mainstream 2007/8 - Provision of adult and community learning in the most deprived areas of the Humber region.

**Humberside Learning Consortium Limited**  
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**Notes to financial statements**  
**for the year ended 31 March 2008**

Global Grants - Administration of small grants to community organisations to deliver learning for unemployed people.

ESF - Technical advice for voluntary and community organisations applying for ESF funding.

BME - Supporting BME organisations to deliver learning aimed at increasing employability of BME individuals.

E Guides - Promote the use of digital media equipment and training items in learning.

NIACE - Assistance with the purchase of ICT equipment to facilitate and enhance the learning experience.

Brokerage - Workforce development for voluntary and community organisations.

Quality and Development Programme - Developing the quality of the organisation and its partners through peer moderation, self assessment, developing management information and reporting tools. We work within the framework of Customer First, PQASSO and Matrix and are aiming to achieve Investors in People in October 2008.

Initial Teacher Training - Providing support for trainers to meet and retain the new standards of Initial Teacher Training & Professional Development in the Learning & Skills Sector.

One Hull - Provision of learning for people with low literacy and numeracy to people in the most disadvantaged areas within the City of Hull.

OCN Accreditation - Maintain HLC's remit as OCN Accredited provider and offering OCN accredited courses to adult learners.

Social Enterprise Project - Diagnostic work into the awareness and support required by organisations considering the social enterprise route.

**Humberson Learning Consortium Limited**  
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**Notes to financial statements**  
**for the year ended 31 March 2008**

19. Restricted funds	At	Incoming resources	Outgoing resources	Transfers	At
	1 April 2007				31 March 2008
	£	£	£	£	£
Global Grants	10,845	-	(172)	(10,673)	-
Capacity Builders	76,906	379,604	(436,344)	(19,295)	871
Future Builders	(243)	18,000	(17,757)	-	-
Humber Skills	-	-	(1,524)	1,524	-
	<u>87,508</u>	<u>397,604</u>	<u>(455,797)</u>	<u>(28,444)</u>	<u>871</u>

**Purposes of restricted funds**

Global grants - Administration of small grants to community organisations to deliver learning for unemployed people.

Capacity Builders - Supporting voluntary and community organisations to improve service delivery and capacity.

Future Builders - Funding to carry out a curriculum survey in the voluntary and community sector to gauge how to better prepare them in funding bids.

Humber Skills - A Big Lottery funded needs led programme of development support which aims to increase the skills of leaders and managers involved in Humber voluntary and community organisations.

**20. Financial commitments**

At 31 March 2008 the company had annual commitments under non-cancellable operating leases as follows:

	2008	2007
	£	£
<b>Expiry date:</b>		
Between one and five years	<u>37,975</u>	<u>23,136</u>

**21. Related party transactions**

The company transacts on a regular basis with similar organisations which have trustees who are also trustees of Humberson Learning Consortium. In all cases, transactions are under normal terms and conditions. In addition, the company has paid £5,000 (2007: £14,900) to Mr T Morfin (trading as Inspire Developments) in respect of consultancy services.

**Humberside Learning Consortium Limited**  
**(A company limited by guarantee)**

**Notes to financial statements**  
**for the year ended 31 March 2008**

**22. Company limited by guarantee**

Humberside Learning Consortium Limited is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

**Humberside Learning Consortium Limited**  
**(A company limited by guarantee)**

**The following pages do not form part of the statutory accounts.**

**Humberside Learning Consortium Limited**  
**(A company limited by guarantee)**

**Detailed statement of financial activities**

**For the year ended 31 March 2008**

	2008	2007
	£	£
<b>Incoming resources</b>		
<b>Incoming resources from generating funds:</b>		
<i>Investment income</i>		
Bank interest receivable	40,368	39,118
	<u>40,368</u>	<u>39,118</u>
<b>Total incoming resources from generating funds</b>	<u>40,368</u>	<u>39,118</u>
<b>Incoming resources from charitable activities</b>		
Learning and Skills Council NLDC	246,251	180,832
Learning and Skills Council LIDF	136,738	179,842
Learning and Skills Council - One Hull NRF	79,920	-
Learning and Skills Council	537,920	686,563
NIACE	10,000	9,458
European Social Fund	16,613	31,246
Big Lottery	4,254	14,466
Fairplay	-	5,993
Single Regeneration Budget SRB6	-	29,119
Government Office	-	499,826
Capacity Builders	332,766	130,542
Humber Community Settlement Partnership	-	67,145
Futurebuilders	18,000	-
Consultancy fees	-	8,946
Other income	26,105	-
Fees	2,028	-
Course and Advertising fees	27,805	73,117
	<u>1,438,400</u>	<u>1,917,095</u>
<b>Total incoming resources</b>	<u>1,478,768</u>	<u>1,956,213</u>
<b>Resources expended</b>		
<b>Costs of generating funds:</b>		
<i>Advice &amp; guidance</i>		
Bid writing	-	21,000
	<u>-</u>	<u>21,000</u>
<b>Total cost of generating voluntary income</b>	<u>-</u>	<u>21,000</u>
<b>Fundraising trading:</b>		
<b>cost of goods sold and other costs</b>		
<b>Total costs of generating funds</b>	<u>-</u>	<u>21,000</u>

**Humberside Learning Consortium Limited**  
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**Detailed statement of financial activities**

**For the year ended 31 March 2008**

	<b>2008</b>		<b>2007</b>
	<b>£</b>		<b>£</b>
<b>Charitable activities</b>			
<b>Subcontracted learning</b>			
<i>Activities undertaken directly</i>			
Salary costs	136,655		101,306
Employer's NIC	13,751		9,943
Pension costs	8,992		10,199
Accommodation	-		1,070
Staff costs	8,902		6,147
Inspection fees	-		(3,176)
Panel fees	-		38,696
Communications	-		548
Research & evaluation costs	8,876		14,881
Grant & bursary delivery	51,400		322,208
Equipment and resources	3,797		16,612
Event costs	3,967		3,025
External consultants	-		16,379
Debts written off	-		50
Training and trainers	498,741		416,718
	<hr/>		<hr/>
		735,081	954,606
<i>Support costs</i>			
Salary costs	27,828		18,789
Employer's NIC	2,588		1,502
Pension costs	2,896		777
Accommodation	9,549		7,354
Staff costs	4,449		555
Legal fees	-		2,417
Communications	283		121
Organisational development	-		2,566
Equipment and resources	10,310		10,520
Event costs	-		213
	<hr/>		<hr/>
		57,903	44,814
<b>Subcontracted learning total expenditure</b>		<hr/>	<hr/>
		792,984	999,420



**Humberside Learning Consortium Limited**  
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**Detailed statement of financial activities**

**For the year ended 31 March 2008**

<i>Support costs</i>			
Salary costs	4,866	10,379	
Employer's NIC	452	830	
Pension costs	506	429	
Accommodation	1,670	3,830	
Staff costs	777	293	
Legal fees	-	1,258	
Communication	49	63	
Organisational development	-	1,337	
Equipment & resources	1,804	5,479	
Event costs	-	112	
		10,124	24,010
<b>Advice and guidance total expenditure</b>		176,675	716,150
<b>Communications and research</b>			
<i>Activities undertaken directly</i>			
Salary costs	89,063	56,121	
Employer's NIC	10,149	5,983	
Pension costs	5,943	5,752	
Staff costs	22,395	1,825	
Communication	37,878	21,573	
Research & evaluation costs	46,600	-	
Grant and bursery delivery	68,683	-	
Organisational development	45	-	
Equipment & resources	4,684	523	
Event costs	1,436	-	
External consultants	14,651	11,207	
Training & trainers	2,004	243	
		303,531	103,227
<i>Support costs</i>			
Salary costs	13,226	8,629	
Employer's NIC	1,230	690	
Pension costs	1,377	357	
Accommodation	4,538	3,217	
Staff costs	2,110	246	
Legal fees	-	1,057	
Communication	134	53	
Organisational development	-	1,123	
Equipment & resources	4,906	4,602	
Event costs	-	93	
		27,521	20,067
<b>Communications and research total expenditure</b>		331,052	123,294
<b>Total charitable activity expenditure</b>		1,419,165	2,108,655

**Humberside Learning Consortium Limited**  
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**Detailed statement of financial activities**

**For the year ended 31 March 2008**

**Governance costs**

*Activities undertaken directly*

Salary costs	2,761	6,893	
Employer's NIC	38	726	
Pension costs	8	690	
Staff costs	1,901	2,752	
Audit	4,343	5,568	
Organisational development	3,335	21,896	
External consultants	-	3,308	
Quality standards	3,177	-	
		15,563	41,833
<i>Support costs</i>			
Support - Audit	-	2,095	
Support - External consultants	-	1,245	
		-	3,340

**Total governance costs**

15,563 45,173

**Net incoming/(outgoing) resources for the year**

44,040 (218,615)