

**The National Skills
Academy for
Social Care**

**Annual Report and Financial
Statements**

31 March 2010

Company Limited by Guarantee
Registration Number
06996828 (England and Wales)

Charity Registration Number
1131969

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Reference and administrative information

Trustees	David Sherlock CBE (Chair) Professor Peter Beresford OBE Jo Cleary James Clegg Andrew Cozens CBE Jeremy Peter Garrett Martin Green Des Kelly OBE Ian McLintock Professor Michael Preston-Shoot Sheila Scott OBE
Company Secretary	Maureen Cole-Burns
Chief Executive	Liz McSheehy
Registered office	2 nd Floor Goldings House 2 Hays Lane London SE1 2HB
Telephone	0207 397 5628
Website	www.nsasocialcare.co.uk
Company registration number	06996828 (England and Wales)
Charity registration number	1131969
Auditors	Buzzacott LLP 12 New Fetter Lane London EC4A 1AG
Solicitors	Bates Wells & Braithwaite London LLP 2-6 Cannon Street London EC4M 6YH
Bankers	Barclays Bank Plc London Corporate Banking Level 27, 1 Churchill Place London E14 5HP

Trustees' report Period to 31 March 2010

The trustees, who are the directors for the purposes of company law, present their statutory report together with the financial statements of The National Skills Academy for Social Care ("the Academy") for the period 20 August 2009 to 31 March 2010.

The report has been prepared in accordance with Part VI of the Charities Act 1993 and constitutes a directors' report for the purposes of the Companies Act 2006.

The financials statements have been prepared in accordance with the accounting policies set out on pages 15 to 16 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and the requirements of the Statement of Recommended Practice on "Accounting and Reporting by Charities" issued in March 2005.

PRINCIPAL AIMS AND OBJECTIVES

The principal activity of the employer led Academy is to transform the quality and quantity of qualified workers, managers and leaders in adult social care. Its role is to aid the delivery of improved care in response to the needs of employers, employees and people who use services by supporting and promoting excellent learning and training in social care.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

The National Skills Academy for Social Care is a charitable company limited by guarantee, incorporated on 20 August 2009 (Company Registration No 06996828) (England and Wales). The Academy was registered as a charity by the Charity Commission on 2 October 2009 (Charity Registration No 1131969). It remained dormant until 2 October 2009 when it received a transfer of funds of £422,622 from the Social Care Institute for Excellence which had been tasked with enabling the infrastructure for the Academy in 2008/09 (see note 14).

The Academy was established under a Memorandum of Association, which established its objects and powers. It is governed under its Articles of Association.

Members' liability

The members comprise the trustees of the charitable company. In the event of the charitable company being wound up, members are required to contribute an amount not exceeding £10.

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Trustees

The following trustees served during the period:

Trustees	Date of appointment
David Sherlock CBE (Chair)	Appointed 20 August 2009
Professor Peter Beresford OBE	Appointed 20 August 2009
Jo Cleary	Appointed 20 August 2009
James Clegg	Appointed 20 August 2009
Andrew Cozens CBE	Appointed 20 August 2009
Jeremy Peter Garrett	Appointed 20 August 2009
Martin Green	Appointed 20 August 2009
Des Kelly OBE	Appointed 20 August 2009
Ian McLintock	Appointed 20 August 2009
Professor Michael Preston-Shoot	Appointed 20 August 2009
Sheila Scott OBE	Appointed 20 August 2009

On agreeing to become a trustee of the charity, trustees are thoroughly briefed by their co-trustees on the history of the charity, the day-to-day management, the responsibilities of the trustees, the current objectives and future plans. The trustees are also encouraged to attend any courses that they feel are relevant to the development of their role and to keep up-to-date on any legislation.

During the period, with the express permission of the Charity Commission and in accordance with provisions set out in the charity's Memorandum of Association, the Chair of the board of trustees was paid £18,800 for services undertaken in the administration of the Academy.

No other trustee received remuneration from the Academy during the period. Out of pocket travel expenses totalling £1,097 were reimbursed to 2 trustees during the period.

Statement of trustees' responsibilities

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

Company law requires the trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, 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;

STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

Statement of trustees' responsibilities (continued)

- ◆ observe the methods and principles in the Statement of Recommended Practice (Accounting and Reporting by Charities) (the Charities' SORP);
- ◆ make judgements and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

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

Each of the trustees confirms that:

- ◆ so far as the trustee is aware, there is no relevant audit information of which the charity's auditors are unaware; and
- ◆ the trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

OBJECTIVES AND ACTIVITIES

The Academy was set up by employers for employers to transform the quality and quantity of qualified workers, managers and leaders in adult social care. Its role is to aid the delivery of improved care in response to the needs of employers, employees and people who use services by supporting and promoting excellent learning and training in social care in England.

It operates throughout England and has been set up to meet the charitable objects for the public benefit to preserve health and to advance education in particular in the field of social care. It provides advocacy and advice and information as well as acting as an umbrella and resource body.

The Academy has a vision to provide a world class centre of development, learning support and training in adult social care in England.

OBJECTIVES AND ACTIVITIES (continued)

To realise this vision the Academy has set out its mission to inspire those working in social care; to work with training providers to ensure that they have access to excellent, quality assured training and development opportunities and a proper career structure; and to provide those learning and training with up to date, straight forward, clear and practical knowledge and guidance.

The Academy's strategies for achieving this vision are:

- ◆ Providing a unified voice on skills issues in the social care sector.
- ◆ Establishing the Academy as a membership body.
- ◆ Driving up skills and qualifications at all levels of care.
- ◆ Identifying and endorsing excellent training providers to improve the quality of training which in turn will ensure that the completion and qualification rates are vastly improved.
- ◆ Helping care employers assess and access high quality training by operating a training provider endorsement scheme to support skills development for staff.
- ◆ Learning and developing.

When setting the objectives and planning the work of the Academy for the period, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit.

REVIEW OF THE PERIOD

The first period has been one of great progress and growth through establishing the Academy, developing its thinking and products and setting up its structures to make sure it is fit for the purpose of delivery for products needed and required by employers. The ethos of co-production has been very important in the development of products and programmes and employers have been an integral part of this, demonstrating this from membership of expert groups to enable the Academy to steer programmes to assisting in the piloting of programmes and their development. The initial focus was on developing the business plan to make sure that it set out the Academy's funding model and its plans for the next three years and fulfilled the funding requirements of the Learning and Skills Council (LSC) and its successor organisation the Skills Funding Agency (SFA). The submission to the LSC was successful in enabling the Academy to be approved as a fully licensed National Skills Academy (NSA) in September 2009. This was the culmination of much work in developing, researching and setting out the programme ideas and with much participation and evidence provided and supported by employers in the sector. The Academy's activity for the year has been broken into the objectives with progress described for each area.

REVIEW OF THE PERIOD (CONTINUED)

To provide a unified voice on skills issues in the care sector and take forward the adult social care workforce strategy leading on leadership and management

The board of trustees was established in August 2009 with the set up of the organisation as a company limited by guarantee. In October 2009, the Academy was registered as a charity with the Charity Commission. Approval as a fully licensed NSA was gained from the LSC in September 2009. The Academy held a successful launch in Westminster on 13 October 2009. Up to the launch, the Academy had worked with a small team of contract staff and consultants. Following the launch, the senior management team were appointed in December 2009 and January 2010.

The Academy focused on an initial campaign of engagement and awareness-raising by presence at large events and conferences such as the National Children and Adult Services Conference, and speaking as well as meeting with employers and attending seminars to raise the profile of the Academy. Relations with the media were developed and built with the specialist sector press and the national media.

The Academy was asked to take the lead on management and leadership for the Department of Health (DH) adult workforce strategy. This involves a comprehensive approach to leadership and management across the sector. In response to feedback from employers, the Academy developed a series of leadership and management programmes that address leadership needs at every level of the workforce. Initial programmes are working in three areas: national programmes, leadership and management resources, and leadership of leadership. Programmes for front line managers and aspiring leaders, and for managers at a fairly high level and aspiring to senior management are being researched, scoped and developed. A coaching and mentoring register and provision is being developed. A series of seminars for those leading at the highest levels of management in social care have been put together. The seminars provide an opportunity for these leaders to come together, whether they work in private, statutory or not-for-profit care, and to share ideas and thinking as well as develop a stronger cross-sector voice. At the first event in January 2010, the Work Foundation, a leading independent authority on work and organisational effectiveness, shared its findings from research into the links between excellent leadership and sustained high performance. The second seminar, held at the Guardian offices in March 2010, discussed how social care leaders can contribute to citizen empowerment and generate greater local control.

To establish the Academy as a membership body, open to all

Much ground work has been undertaken by meeting directly with employers, individually or in groups to understand what they want from the Academy. The products developed up to now are ones which have been co-produced with employers. The membership offer, which is being developed, will reflect these discussions and make sure that it meets the needs of employers and will result in increased income for the Academy.

REVIEW OF THE PERIOD (CONTINUED)

To drive up the volume of skills and qualifications at all levels of care

During the period, this objective has been approached from three angles: the graduate management scheme which for the first time attracted graduates into adult social care; leading on the caring competition for WorldSkills; and developing a collaborative partnership with Training 2000 for a Group Training Associations (GTA) network in Social Care.

The National Graduate Management Scheme was launched in May 2009 with 20 graduates who will be future leaders in social care. This is the first graduate scheme for adult social care. They are undertaking a comprehensive training programme involving placement with employers from across the range of social care roles, from private, public and local authority, coming together for learning days and for their Institute for Leadership and Management (ILM) qualification. Leadership and management materials are important for the sector, to enable leaders and managers in social care to develop and grow their personal style and approach.

The Academy was asked to participate in running a programme in social care, for the first time to be a judged event, in the caring competition with a view to having a WorldSkills competition in London in 2012. Working together with employers and training providers, the caring competitions will provide a showcase for high quality care and act as a role model for excellence in social care practice, demonstrate to the public the broad variety of skills involved in social care, raise the profile and visibility of social care alongside other occupations, excite young people about the opportunities available to them within social care, and raise the status and visibility of social care as a career choice for young people.

The Academy held a pilot competition in Sheffield in Autumn 2009. The caring competition activities were designed by sector experts, ensuring they were realistic and testing enough for competitors. Participants needed to demonstrate the delivery of excellent care in Activities for Daily Living, which replicates assisting a service user with common tasks. The participants must also respond to an emergency scenario, testing their ability to respond under stress and take action. Two regional caring competitions took place, in the East Midlands at Leicester College in March 2010, and in the North West at St Helens College in April 2010.

To identify and endorse excellent training providers and as a result, help care employers assess and access high quality training

The Academy endorsement framework has been devised and piloted as a unique quality mark which relates to training in adult social care. This means that employers, learners and individual service users can be assured of the quality of the training offered by endorsed organisations.

REVIEW OF THE PERIOD (CONTINUED)

To identify and endorse excellent training providers and as a result, help care employers assess and access high quality training (continued)

Organisations will be endorsed on two levels: Recognition and Excellence Award. Recognised providers will have met a set of criteria which show their provision meets standards which are equivalent to those set by other quality marks. Organisations who have gained the Excellence Award will have demonstrated how their work reflects the values that underpin the best of social care provision as well as education and training. These include such aspects as treating learners and staff with respect and dignity, and working to ensure that the training offered makes a positive difference to the lives of people who use services, their carers and their families. In consultation with the sector and employers, the Academy has developed Excellence criteria that underpins the Excellence Award. This allows organisations to demonstrate how their provision works within the context of social care values. Ten organisations have piloted the Excellence Award process with a great level of success.

FUTURE PLANS

The key focus for 2010/11 is to ensure financial sustainability. Programmes are being developed for aspiring leaders, new directors of adult social care and front line leaders, and products will be rolled out during 2010/11. The main thrust of the coming year is to be well on the way to achieving financial sustainability. A large part of this will be around launching the Academy's membership scheme, offering appropriate products to employers across the spectrum of social care, as well as ensuring that all the products which come on stream have a commercial value and worth. The Academy's endorsement programme will be developed from training programmes and rolled out nationally with regional coordinators contracted to manage the process in each area to individual courses and materials.

The Academy will seek to differentiate itself in the market and make sure that its role is clearly understood by employers and influencers.

FINANCIAL REVIEW

Financial report

A summary of the period's results can be found on page 13 of the financial statements. The Academy received the majority of its income from grants and spent its money on charitable activities in accordance with funding agreements.

Total incoming resources for the period were £3,339,912. The total resources expended were £1,365,216.

The total funds at 31 March 2010 were £2,704,318. Of these, £633,324 were restricted. These monies have been restricted for use on specific projects. Full details of these restricted funds can be found in note 11 to the financial statements.

FINANCIAL REVIEW (continued)

Financial report (continued)

A further £19,341 of the total funds is represented by tangible fixed assets and £1,600,000 has been set aside, or designated, by the trustees towards the development of the Academy (see note 12).

The remaining funds of the Academy are 'free reserves' and total £144,653 at 31 March 2010. The trustees consider that this level of free reserves is adequate but not excessive given the Academy's short life and provides a foundation on which to build so as to achieve the reserves policy set out below.

Reserves policy

The trustees have examined the requirement for free reserves i.e those unrestricted funds not invested in tangible fixed assets, designated for specific purposes or otherwise committed. The trustees consider that, given the nature of the Academy's work and its short life, the level of free reserves should be approximately £1,000,000. The trustees are of the opinion that this provides sufficient flexibility to cover any temporary shortfalls in incoming resources due to timing differences in income flows, adequate working capital to cover core costs, building up of adequate reserves to develop the Academy's activities, as well as allow it to cope and respond to unforeseen emergencies whilst specific action plans are implemented.

Risk management

The trustees have assessed the major risks to which the Academy is exposed, in particular those relating to the specific operational areas of the Academy. The trustees believe that by monitoring reserve levels, by ensuring controls exist over key financial systems, and by examining the operational and business risks faced by the Academy, they have established effective systems to mitigate those risks.

Statement on the system of internal control

The trustees understand their overall responsibility for ensuring that the Academy has effective and appropriate systems of financial and non-financial control. The trustees have overseen the development and implementation of a system of internal control and continuously review its effectiveness. The main objectives of the Academy's system of internal controls are to help ensure:

- ◆ the objectives of the Academy are achieved as far as possible;
- ◆ the economical, efficient and effective use of resources;
- ◆ adherence to management policies, directives and established procedures, and compliance with laws and regulations;
- ◆ assets and interests are safeguarded - particularly from losses arising from fraud, irregularity or corruption;
- ◆ the integrity and reliability of accounting records and other information.

FINANCIAL REVIEW (continued)

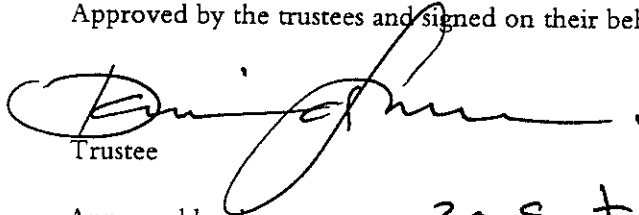
Statement on the system of internal control (continued)

The Academy has put in place systems of control, to ensure that these objectives are met. In setting the objectives of the systems of internal control the trustees have given consideration to Charity Commission guidance and industry best practice. The system of internal control is based on regular management information and administrative procedures including the segregation of duties and a system of delegation and accountability. In particular, it includes:

- ◆ comprehensive budgeting and monitoring systems with annual review by the trustees;
- ◆ a planning process involving all levels of the organisation and a system of reporting against organisational targets; and
- ◆ a written financial procedures manual and delegated authority levels.

The system that has been developed is designed to manage rather than eliminate the risk of failure to meet the Academy's objectives and can therefore only provide reasonable and not absolute assurance against material misstatement or loss.

Approved by the trustees and signed on their behalf by:


Trustee

Approved by the trustees on: 30 September 2010

Report of the independent auditors to the members and trustees of The National Skills Academy for Social Care

We have audited the financial statements of The National Skills Academy for Social Care for the period ended 31 March 2010 which comprises the statement of financial activities, the balance sheet, the principal accounting policies and the related notes. The financial statements have been prepared under the accounting policies set out therein.

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 auditors' 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 auditors

The trustees are also the directors of the charitable company for the purposes of company law. Their 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) and for being satisfied that the financial statements give a true and fair view are set out in the statement of trustees' responsibilities contained within the trustees' report.

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, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice and have been prepared in accordance with the Companies Act 2006. We also report to you whether, in our opinion, the information given in the trustees' report is consistent with those financial statements.

In addition we report to you if, in our opinion, the charity has not kept adequate accounting records, if the charity's financial statements are not in agreement with the accounting records and returns, if we have not received all the information and explanations we require for our audit, or if certain disclosures of trustees' remuneration specified by law are not made.

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 other information.

Independent auditors' report Period to 31 March 2010

Basis of 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 charity'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.

Opinion

In our opinion:

- ◆ the financial statements give a true and fair view of the state of the charity's affairs as at 31 March 2010 and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;
- ◆ the financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- ◆ the financial statements have been prepared in accordance with the Companies Act 2006; and
- ◆ the information given in the trustees' report is consistent with the financial statements.

Buzzacott LLP

Amanda Francis, Senior Statutory Auditor
for and on behalf of Buzzacott LLP, Statutory Auditors
12 New Fetter Lane
London
EC4A 1AG

8 October 2010

Statement of financial activities Period to 31 March 2010

	Notes	Unrestricted funds £	Restricted funds £	20 August 2009 to 31 March 2010 Total funds £
Income and expenditure				
Incoming resources				
Incoming resources from generated funds				
. Interest receivable		812	—	812
Incoming resources from charitable activities	1	2,494,100	845,000	3,339,100
Total incoming resources		2,494,912	845,000	3,339,912
Resources expended				
Charitable activities				
. Promoting excellence in learning and training	2	1,010,376	—	1,010,376
. Graduate Trainee Scheme	2	—	262,256	262,256
. WorldSkills	2	—	39,374	39,374
. Commissioning Programme	2	—	5,758	5,758
Governance costs	3	47,452	—	47,452
Total resources expended		1,057,828	307,388	1,365,216
Net movement in funds (i.e. net surplus in the period)	4	1,437,084	537,612	1,974,696
Transfer of funds from Social Care Institute for Excellence (SCIE) on 2 October 2009	14	326,910	95,712	422,622
Fund balances carried forward at 31 March 2010		1,763,994	633,324	2,397,318

There is no difference between the net movement in funds stated above and the historical cost equivalent.

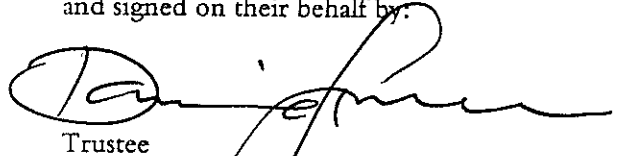
The charity has no recognised gains and losses other than those shown above and therefore no separate statement of total recognised gains and losses has been presented.

The charity's operations derived from continuing operations during the above period.

Balance sheet 31 March 2010

	Notes	2010 £	2010 £
Fixed assets			
Tangible assets	8		19,341
Current assets			
Cash at bank and in hand		2,249,664	
Debtors	9	349,100	
		<u>2,598,764</u>	
Creditors: amounts falling due within one year	10	<u>(220,787)</u>	
Net current assets			<u>2,377,977</u>
Total assets			<u>2,397,318</u>
Represented by:			
Funds and reserves			
Restricted funds	11		633,324
Unrestricted funds			
. Tangible fixed assets fund			19,341
. Designated fund	12		1,600,000
. General fund			144,653
Total funds			<u>2,397,318</u>

Approved by the trustees
and signed on their behalf by:



Trustee

Approved on: 30 September 2010

Company Limited by Guarantee
Registration Number: 06996828 (England and Wales)
Charity Registration Number: 1131969

Principal accounting policies Period to 31 March 2010

Basis of accounting

The financial statements have been prepared under the historical cost convention and in accordance with the requirements of the Companies Act 2006. Applicable United Kingdom Accounting Standards (Generally Accepted Accounting Practice) and the Statement of Recommended Practice (Accounting and Reporting by Charities) (SORP 2005) have been followed in preparing these financial statements.

Incoming resources

Incoming resources are recognised in the period in which the Academy is entitled to receipt and the amount can be measured with reasonable certainty. Income is deferred only when the Academy has to fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income is to be expended in a future accounting period.

Resources expended and the basis of apportioning costs

Expenditure is included in the statement of financial activities when incurred and includes attributable VAT which cannot be recovered.

Resources expended comprise the following:

- a. Charitable activities comprise expenditure on the Academy's primary charitable purposes as described in the trustees' report.
- b. Governance costs comprise the costs incurred which are directly attributable to the management of the Academy's assets, organisational procedures and the necessary legal procedures for compliance with statutory requirements.

Tangible fixed assets

With the exception of computers, all assets costing more than £1,000 and with an expected useful life exceeding one year are capitalised. Computers are expensed to the statement of financial activities when purchased.

Tangible fixed assets are capitalised and depreciated at the following annual rates in order to write them off over their estimated useful lives:

- IT equipment (excluding computers) 33.3% per annum based on cost

Principal accounting policies Period to 31 March 2010

Funds

Restricted funds comprise monies raised for, or their use restricted to, a specific purpose, or contributions subject to donor imposed conditions.

The tangible fixed assets fund represents the net book value of the Academy's tangible fixed assets held under unrestricted funds. This fund has been separated from other unrestricted funds in order to emphasize that the assets are of fundamental importance to the Academy being able to achieve its charitable objectives and, as such, their value should not be regarded as realisable.

Designated funds are monies set aside out of the general fund and designated for specific purposes by the trustees.

The general fund represents those monies which are freely available for application towards achieving any charitable purpose that falls within the Academy's charitable objects.

Cash flow

The financial statements do not include a cash flow statement because the Academy, as a small reporting entity, is exempt from the requirement to prepare such a statement under Financial Reporting Standard 1 "Cash flow statements".

Pension costs

Contributions by the Academy in respect of a group personal pension plan are charged to the statement of financial activities in the period in which they are payable.

Notes to the financial statements Period to 31 March 2010

1 Incoming resources from charitable activities

	Unrestricted funds £	Restricted funds £	20 August 2009 to 31 March 2010 Total £
Department of Health			
. Core grant	2,245,000	—	2,245,000
. Graduate Trainee Scheme	—	485,000	485,000
. WorldSkills	—	150,000	150,000
. Commissioning Programme	—	100,000	100,000
. Other Grants	—	105,000	105,000
Learning Skills Council			
. Development Funding	249,100	—	249,100
Other grants	—	5,000	5,000
	2,494,100	845,000	3,339,100

2 Cost of charitable activities

	Unrestricted funds £	Restricted funds £	20 August 2009 to 31 March 2010 Total £
Promoting excellence in learning and training			
. Staff costs	721,624	—	721,624
. Office costs	35,160	—	35,160
. Premises costs	92,789	—	92,789
. Communications	160,803	—	160,803
	1,010,376	—	1,010,376
Graduate Trainee Scheme			
. Staff costs	—	56,769	56,769
. Communications	—	21,196	21,196
. Bursary costs	—	184,291	184,291
	—	262,256	262,256
WorldSkills			
. Staff costs	—	27,454	27,454
. Office costs	—	32	32
. Communications	—	11,888	11,888
	—	39,374	39,374
Commissioning Programme			
. Staff costs	—	5,758	5,758
Total	1,010,376	307,388	1,317,764

3 Governance costs

	Unrestricted funds £	Restricted funds £	20 August 2009 to 31 March 2010 Total £
Legal fees	3,470	—	3,470
Trustees' fees and expenses (note 6)	19,897	—	19,897
Auditors' remuneration (note 4)	23,622	—	23,622
Bank charges	463	—	463
	47,452	—	47,452

4 Net movement in funds

This is stated after charging:

	Unrestricted funds £	Restricted funds £	20 August 2009 to 31 March 2010 Total £
Staff costs (note 5)	720,637	89,980	810,617
Auditors remuneration			
. Statutory audit services	16,215	—	16,215
. Other services	7,407	—	7,407
Depreciation	9,467	—	9,467

5 Employees and staff costs

Staff costs during the period were as follows:

	20 August 2009 to 31 March 2010 Total £
Wages and salaries	193,015
Social security costs	21,202
Other pension costs	1,688
	215,905
Payments to agency staff and consultants	517,605
Other staff related costs	77,107
	810,617

5 Employees and staff costs (continued)

The average number of employees during the period, analysed by function, was as follows:

	20 August 2009 to 31 March 2010 Total No.
Charitable activities	
. Promoting excellence in learning and training	5
. Graduate Trainee Scheme	1
	6

No employees earned £60,000 or more (including taxable benefits but excluding employer pension contributions) during the period. However, the number of employees who, on an annual basis, would have earned more than £60,000 per annum (including taxable benefits but excluding employer pension contributions) was as follows:

	2010 No.
£60,001 - £70,000	3
£90,001 - £100,000	1

6 Trustees' remuneration

In accordance with the charity's Memorandum and Articles of Association, and in accordance with permission from the Charity Commission, the Chairman, David Sherlock CBE, received £18,800 remuneration during the period in respect of his services in connection with the administration of the charity.

During the period out of pocket travelling and subsistence expenses totalling £1,097 were reimbursed to 2 trustees.

7 Taxation

The National Skills Academy for Social Care is a registered charity and, therefore, is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

The National Skills Academy for Social Care is not registered for VAT and, therefore, is unable to reclaim VAT suffered on expenditure.

Notes to the financial statements Period to 31 March 2010

8 Tangible fixed assets

	IT equipment £
Cost	
At 20 August 2009	—
Additions	28,808
At 31 March 2010	28,808
Depreciation	
At 20 August 2009	—
Charge for period	9,467
At 31 March 2010	9,467
Net book values	
At 31 March 2010	19,341

9 Debtors

	2010 £
Grants receivable	349,100

10 Creditors: amounts falling due within one year

	2010 £
Expense creditors	157,017
Other creditors	2,277
Taxation and social security	16,307
Accruals	45,186
	220,787

Included within other creditors is £1,688 outstanding in respect of contributions due to the group personal pension plan.

11 Restricted funds

	At 20 August 2009 £	Incoming resources £	Resources expended £	Transfer of funds from SCIE (note 14) £	At 31 March 2010 £
Graduate Trainee Scheme	—	485,000	(262,256)	95,712	318,456
WorldSkills	—	155,000	(39,374)	—	115,626
Commissioning Programme	—	100,000	(5,758)	—	94,242
Other funds	—	105,000	—	—	105,000
	—	845,000	(307,388)	95,712	633,324

Notes to the financial statements Period to 31 March 2010

11 Restricted funds (continued)

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

Graduate Trainee Scheme

This fund allows the Academy to provide management and leadership experience for recent graduates.

WorldSkills

This fund enables the Academy to support WorldSkills UK, the UK's premier set of regional and national skills competitions for young people and adults.

Commissioning Programme

This is to provide a focus on improving commissioning skills within the sector.

Other funds

These include funds which will allow the Academy to provide support for developing leadership and other programmes across health and social care; and to improve the access of women from black and minority ethnic groups to management opportunities in adult social care.

12 Designated fund

The income funds of the Academy includes the following designated fund which has been set aside out of unrestricted funds by the trustees for a specific purpose:

	At 20 August 2009 £	New designations £	Utilised/ released £	At 31 March 2010 £
Development fund	—	1,600,000	—	1,600,000

The development fund represents monies set aside to developing the Academy and its activities.

13 Analysis of net assets between funds

	Restricted funds £	Tangible fixed assets fund £	Designated funds £	General fund £	At 31 March 2010 Total £
Fund balances at 31 March 2010 are represented by:					
Tangible fixed assets	—	19,341	—	—	19,341
Current assets	633,324	—	1,600,000	365,440	2,598,764
Creditors: amounts falling due within one year	—	—	—	(220,787)	(220,787)
Total net assets	633,324	19,341	1,600,000	144,653	2,397,318

14 Related party transactions

In 2008/2009, the Social Care Institute for Excellence, a registered charity (Charity registration No. 1092778), was tasked with enabling the infrastructure for the Academy. On 2 October 2009, following the registration of the Academy as a charity by the Charity Commission, Social Care Institute for Excellence transferred £422,622 to the Academy being funding it had received specifically towards the Academy from the Department of Health and the Learning Skills Council.

With effect from 1 April 2010, the Social Care Institute for Excellence has been providing certain staff and facilities to the Academy under a Service Level Agreement. In the period ended 31 March 2010, no costs were incurred by the Academy in relation to the Service Level Agreement.