

Annual Report for the year ended 31 March 2019

Registered Number: 08133965

Inspired to Achieve Limited Registered Address: Inspired to Achieve Limited, Lupin Way, Yeovil, Somerset. BA22 8WN T: 01935 404 592 F: 01935 404 508 www.inspiredtoachieve.co.uk Registered in England, Company Number 08133965

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Directors and Advisors for the year ended 31 March 2019

The directors of the company who were in office during the year and up to the date of signing of the financial statements were

John Coutts (Resigned 11 September 2018) Michael Stancombe Sam Leigh Helen Lacey Ailsa McGregor

Independent Auditors

PricewaterhouseCoopers LLP 2 Glass Wharf Bristol BS2 0FR

Bankers

The Royal Bank of Scotland plc 2 Hendford Yeovil Somerset BA20 1TN

Tax Advisors

KPMG LLP (UK) 66 Queen Square Bristol BS1 4BE

Inspired to Achieve Limited is a company limited by shares (Registered in England, Company Number 08133965).

The registered office is at Lupin Way, Yeovil, Somerset, BA22 8WN

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Report of the Board of Directors for the year ended 31 March 2019

The Board is pleased to present its report and the audited financial statements for the year ended 31 March 2019.

The directors of the company who were in office during the year and up to the date of signing the financial statements, unless otherwise stated, were

John Coutts Michael Stancombe Sam Leigh Helen Lacey Ailsa McGregor

(Chair until 11 September 2018) (Chair)

The Company

The Company is registered at Companies House in accordance with the Companies Act and is limited by shares. It is a wholly owned subsidiary of Yarlington Housing Group.

Principal Activities

The main activity of the Company is the provision of careers information, advice and guidance and employability services to young people and adults.

Business Review

The financial position and results for the year ended 31 March 2019 are set out on pages 11 and 12 of these financial statements. For the year ended 31 March 2019, the Company made an operating profit of £62k (2018: operating profit £22k).

The Board of Directors

The Directors are responsible for strategy, policy, managing the business and monitoring the performance of the Company.

Board members have an obligation to uphold the values and objectives of the Company. They agree to contribute to and share responsibilities for the policies and decisions of the Board. They declare any conflicts of interest and must act at all times in the best interest of the Company. Board members derive no financial benefit or personal gain of any sort from being on the Board. Board members are appointed by the Board of Yarlington Housing Group, the Company's parent entity.

The Board members bring skills and experience, which include:

- General business skills
- Management and recruitment of staff
- Marketing
- Finance

Report of the Board of Directors for the year ended 31 March 2019 (continued)

The Audit and Risk Committee of Yarlington Housing Group has responsibilities for Inspired to Achieve Limited.

Operational matters of the Company are delegated to the Chief Executive and the Executive Team of Yarlington Housing Group.

Corporate Governance

The Board takes an active interest in all internal control and corporate governance matters. It aims to meet the highest standards of governance and probity.

Employees

The Company has 14 employees (2018: 8).

Charitable donations

The Company made no charitable donations during the year (2018: £nil).

Insurance

During the year and up to the date of this report, the Company maintained liability insurance and third-party indemnification provisions for its directors, under which the Company has agreed to indemnify the directors to the extent permitted by law in respect of all liabilities to third parties arising out of, or in connection with, the execution of their powers, duties and responsibilities as directors of the Company. These indemnities are Qualifying Third Party Indemnity Provisions as defined in Section 234 of the Companies Act.

Financial Risk Management Policy

Yarlington Housing Group, the parent of Inspired to Achieve Limited, engages specialist treasury advisors to advise on interest rate and liquidity risk across the Group. The Board approves a treasury management policy annually; this policy addresses cash flow risk. This policy is applied to all entities within the Group. The company has an intra-group loan facility provided by the parent for working capital purposes.

Going Concern

The Board, after reviewing the Company's budget for 2019/2020, and Group's medium term financial position as detailed in the 30-year business plan, is of the opinion that the Company has adequate resources to continue in business for the foreseeable future. The directors believe this, combined with a number of long term and shorter contracts either ongoing or in the pipeline, means that the Company is well placed to manage its business risks successfully despite the current uncertain economic outlook.

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Report of the Board of Directors for the year ended 31 March 2019 (continued)

Yarlington Housing Group have confirmed that it will continue to provide operational and financial support to Inspired to Achieve for the foreseeable future, and in any event for a period of at least 12 months from the date of signing these financial statements.

The directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis in preparing the annual financial statements.

Independent Auditors

A resolution will be made at the Annual General Meeting to appoint PricewaterhouseCoopers LLP as auditors to the Company.

Disclosure of information to auditors

The directors who held office at the date of approval of this directors' report confirm that, so far as they are each aware, there is no relevant audit information of which the Company's auditors are unaware; and that each director has taken all the steps that he/she ought to have taken as a director to make himself/herself aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Statement of directors' responsibilities in respect of the financial statements

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing the financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- state whether applicable United Kingdom Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

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Report of the Board of Directors for the year ended 31 March 2019 (continued)

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006.

The directors 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.

The directors of the ultimate parent entity are responsible for the maintenance and integrity of the ultimate parent entity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

This report was approved by the Board of Directors on 2nd September 2019 and signed on its behalf by

Sam Leigh ⁷ Board Member Date: 2 September 2019

Independent auditors' report to the members of Inspired to Achieve Limited

Report on the audit of the financial statements

Opinion

In our opinion, Inspired to Achieve Limited's financial statements:

give a true and fair view of the state of the company's affairs as at 31 March 2019 and of its profit for the year then ended;

have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and

have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Annual Report, which comprise: the statement of financial position as at 31 March 2019; the statement of comprehensive income; the accounting policies; and the notes to the financial statements.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

1. Independence

We remained independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

ISAs (UK) require us to report to you when:

the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or

the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

We have nothing to report in respect of the above matters.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the company's ability to continue as a going concern. For example, the terms on which the United Kingdom may withdraw from the European Union are not clear, and it is difficult to evaluate all of the potential implications on the company's trade, customers, suppliers and the wider economy.

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

With respect to the Strategic Report and Report of the Board of Directors , we also considered whether the disclosures required by the UK Companies Act 2006 have been included.

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Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (UK) require us also to report certain opinions and matters as described below.

Strategic Report and Report of the Board of Directors

In our opinion, based on the work undertaken in the course of the audit, the information given in the Strategic Report and Report of the Board of Directors for the year ended 31 March 2019 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we did not identify any material misstatements in the Strategic Report and Report of the Board of Directors .

Responsibilities for the financial statements and the audit

3. Responsibilities of the directors for the financial statements

As explained more fully in the Statement of Directors' Responsibilities, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The directors are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

5. Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

we have not received all the information and explanations we require for our audit; or

adequate accounting records have not been kept by the company, or returns adequate for our audit have not been received from branches not visited by us; or

certain disclosures of directors' remuneration specified by law are not made; or

the financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.

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• Lynn Pamment (Senior Statutory Auditor) for and on behalf of PricewaterhouseCoopers LLP Chartered Accountants and Statutory Auditors Bristol

September 2019

Statement of Comprehensive Income for the year ended 31 March 2019

	Note	2019 £'000	2018 £'000
Turnover	5	707	392
Cost of sales		(342)	(279)
Administrative Expenses		(303)	(91)
Operating profit	6	62	22
Interest payable and similar expenses		-	-
Profit before taxation		62	22
Tax on profit on ordinary activities	8	-	-
Profit		62	22
Other comprehensive income		na n	_
Total comprehensive income for the financial year		62	22

All of the Company's turnover and results disclosed above are derived from continuing activities.

Statement of Financial Position as at 31 March 2019

	Note	2019 £'000	2018 £'000
Fixed Assets			
Intangible assets		1	3
Tangible assets		-	-
Current assets			
Debtors	9	110	10
Cash at bank and in hand			28
Total current assets		110	38
Creditors: amounts falling due within one year	10	(121)	(113)
Net current liabilities		(11)	(75)
Total assets less current liabilities		(10)	(72)
Capital and reserves			
Called up share capital	11	-	-
Accumulated losses		(10)	(72)
Total equity	12	(10)	(72)

The notes on pages 12 to 20 are an integral part of these financial statements.

The financial statements on page 10 to 20 were approved by the board of directors on 2nd September 2019 authorised for issue and signed on its behalf by

Board Member:

Helen Lacey

2nd September 2019

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Board Member:

Sam Leigh September/2019 2nd

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Notes to the financial statements for the year ended 31 March 2019

1 Statement of compliance

The individual financial statements of Inspired to Achieve Limited have been prepared in compliance with United Kingdom Accounting Standards, including Financial Reporting Standard 102, "The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland" ("FRS 102") and the Companies Act 2006.

2 General Information

Inspired to Achieve Limited provides employment and training advice to residents of its parent entity, Yarlington Housing Group. The Company also provides similar advice to individuals considered to be disadvantaged.

The company is a private company limited by shares and is incorporated and domiciled in England. The address of its registered office is Lupin Way, Yeovil, Somerset, BA22 8WN.

3 Summary of significant accounting policies

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated. The company has adopted FRS 102 in these financial statements.

Basis of preparation

These financial statements are prepared on a going concern basis, under the historical cost convention, as modified by certain financial assets and liabilities measured at fair value through profit or loss.

The preparation of financial statements in conformity with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 4.

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Notes to the financial statements for the year ended 31 March 2019

3 Summary of significant accounting policies (continued)

Going Concern

The Board, after reviewing the Company's budget for 2019/2020, and the Group's medium term financial position as detailed in the 30-year business plan, is of the opinion that the Company has adequate resources to continue in business for the foreseeable future. The directors believe this, combined with a number of long term and shorter contracts either ongoing or in the pipeline, means that the Company is well placed to manage its business risks successfully.

Yarlington Housing Group have confirmed that it will continue to provide operational and financial support to Inspired to Achieve for the foreseeable future, and in any event for a period of at least 12 months from the signing of these financial statements.

The directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis in preparing the annual financial statements.

Exemptions for qualifying entities under FRS 102

FRS 102 allows a qualifying entity certain disclosure exemptions. The company has taken advantage of the exemption, under FRS102 paragraph 1.12(b), from preparing a statement of cash flows, on the basis that it is a qualifying entity and its ultimate parent, Yarlington Housing Group, includes the company's cash flows in its own consolidated financial statements. It has also taken the exemption available to not prepare a statement of changes in equity.

Turnover recognition

Turnover is measured at the fair value of the consideration received or receivable and represents the amount receivable for goods supplied or services rendered, net of returns, discounts and rebates allowed by the company and value added taxes.

The company recognises turnover on delivery of advice services. All turnover is of the same nature and relates to services provided in the South West of the UK.

The company has one main revenue stream:

(1) Employment and Training Advice

The company supports the residents of its parent, Yarlington Housing Group to find employment or access training to better enhance future employment opportunities. It also has similar arrangements with external organisations to provide careers and employment guidance for specified groups of people.

Turnover represents the invoice value (excluding VAT), and is recognised when the delivery of the advice/support carried out can be reliably measured.

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Notes to the financial statements for the year ended 31 March 2019

3 Summary of significant accounting policies (continued)

Value Added Tax (VAT)

The Company's main income stream, being the provision of employment and training advice, is standard-rated for VAT purposes. The majority of its expenditure is subject to VAT, which the Company is able to reclaim – this expenditure is therefore shown exclusive of VAT.

Taxation

Taxation expense for the period comprises current and deferred tax recognised in the reporting period. Tax is recognised in the profit and loss account, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case tax is also recognised in other comprehensive income or directly in equity respectively.

Current or deferred taxation assets and liabilities are not discounted.

(i) Current tax

Current tax is the amount of income tax payable in respect of the taxable profit for the year or prior years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the period end.

Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

(ii) Deferred tax

Deferred tax arises from timing differences that are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements.

Deferred tax is recognised on all timing differences at the reporting date except for certain exceptions. Unrelieved tax losses and other deferred tax assets are only recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

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Notes to the financial statements for the year ended 31 March 2019

3 Summary of significant accounting policies (continued)

Share Capital

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new ordinary shares or options are shown in equity as a deduction, net of tax, from the proceeds.

Related party transactions

The company discloses transactions with related parties which are not wholly owned with the same group. It does not disclose transactions with members of the same group that are wholly owned.

Website development costs

The company has a website, which is used to promote the company's activities. Design and content development costs are capitalised to the extent that they deliver demonstrable benefits to the company and are depreciated over three years. On-going costs of maintaining and operating the website are charged as other operating costs.

4 Critical accounting judgements and estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(i) **Bad Debt Provision**: The company makes an estimate of the recoverable value of trade and debtors. Outstanding debt is categorised by age profile and a provision is made in the financial statements based on this profile.

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Notes to the financial statements for the year ended 31 March 2019

5 Turnover

The geographical range of the company is wholly within the United Kingdom and all turnover is generated from within this area. Previously the turnover generated could be split into two distinct areas of business, however this has changed over the past year and there is now one main revenue stream.

	2019 £'000	2018 £'000
Employment and training advice	663	388
Educational support services	44	4
	707	392

6 Operating profit/(loss)

Fees in respect of services provided by the auditors for the statutory audit were paid on behalf of the company by Yarlington Housing Group, the parent company, and amounted to $\pounds 3,800$ (2018: $\pounds 4,416$). There were no fees payable to the auditors in respect of non-audit services (2018: $\pounds 0$)

7 Employees and directors' emoluments

There are 14 employees of the company (2018: 8).

The Directors who served during the year received no emoluments through Inspired to Achieve Limited (2018: £nil), their emoluments were settled by the company's immediate parent, Yarlington Housing Group.

Emoluments are received by Directors for services provided to the group as a whole and not separated by individual company. Total emoluments paid to the Directors of the company for their services across the group are summarised overleaf. Full disclosure of all emoluments can be found on page 47 of the Yarlington Housing Group consolidated financial statements.

Notes to the financial statements for the year ended 31 March 2019

Employees and directors' emoluments (continued) 7

	2019 £'000	2018 £'000
The aggregate emoluments paid or receivable by non-executive Directors & former non-executive directors (Board Member Remuneration)	10	6
The aggregate emoluments paid or receivable by executive Directors & former executive directors (Exec Team Remuneration)	160	137
The emoluments paid to the highest paid Director excluding pension contributions	160	137
The aggregate amount of Directors or past Directors pensions, excluding amounts payable under a property funded pension scheme	16	7
The aggregate amount of any consideration payable to Directors for loss of office	-	-

None of the remuneration in the emoluments above has been paid to former Directors (2018: £0).

The Company has 14 employees (2018: 8).

	2019	2018
Staff costs for the above employees:	£'000	£'000
Wages and salaries	271	231
Social Security costs	24	23
Other pension costs	17	. 11
	312	265

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Notes to the financial statements for the year ended 31 March 2019

8 Tax on profit/(loss)

	2019 £'000	2018 £'000
Current tax charge for the year - Corporation tax at 19% (2018: 19%)	-	
Deferred tax	-	_
Taxation charge for the year		

Factors affecting the tax charge for the year

	2019 £'000	2018 £'000
Profit before taxation	62	22
Tax on loss on ordinary activities at Standard rate of Corporation Tax of 19% (2018: 19%)	12	4
- Deferred tax not recognised	-	(1)
- Group relief surrendered/(claimed)	(12)	(3)
Total tax charge for the year		

The company has no (2018: £0) unrecognised deferred tax assets in relation to no tax losses brought forward (2018: £0).

Factors that may affect future tax charges

The standard rate of corporation tax in the UK effective from 1 April 2017 was 20%. The July 2015 Budget Statement announced changes to the UK corporation tax rate which reduced the main rate of corporation tax to 19% from 1 April 2017 and to 18% from 1 April 2020. The Finance Act 2016 reduced the main rate of corporation tax to 17% from 1 April 2020. These changes were substantively enacted on 26 October 2015 and 6 September 2016 respectively, and accordingly deferred tax balances within the financial statements have been calculated using a rate of 19% (2018:19%).

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Notes to the financial statements for the year ended 31 March 2019

9 Debtors

	2019 £'000	2018 £'000
Amounts falling due within one year:		
Other Debtors	-	1
Amounts owed by group undertakings	110	-
Other taxation - VAT	-	4
Prepayments and accrued income	-	5
	110	10

10 Creditors: amounts falling due within one year

	2019 £'000	2018 £'000
Trade creditors	41	2
Amounts owed to group undertakings	-	50
Other taxation and social security	-	-
Accruals and deferred income	80	61
	121	113

All creditors including amounts owed to group undertakings are unsecured and do not incur interest charges.

11 Called up Share Capital

	2019 Number	2018 Number	2019 £	2018 £
Authorised Shares of £1 each	100	100	100	100
Allotted and fully paid Shares of £1 each	1	1	1	1

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Notes to the financial statements for the year ended 31 March 2019

12 Reconciliation of total equity

	2019 £'000	2018 £'000
Accumulated losses as at 1 April	(72)	(94)
Profit for the financial year	62	22
Accumulated losses as at 31 March	(10)	(72)
Called up share capital (note 12)	-	
Total equity at 31 March	(10)	(72)

13 Related party transactions

Please see note 7 for disclosure of the directors' remuneration and key management compensation.

The company is exempt from disclosing other related party transactions as they are with other companies that are wholly owned with the Group (FRS 102, para 33).

14 Controlling Parties

The ultimate parent undertaking and controlling party is Yarlington Housing Group, a charitable community benefit society registered in the United Kingdom. Inspired to Achieve Limited is a subsidiary undertaking of Yarlington Housing Group. The largest and smallest group in which the results of the Company are consolidated is that headed by Yarlington Housing Group. The consolidated financial statements of the Group are available to the public and can be obtained from the entity's registered office (Yarlington Housing Group, Lupin Way, Yeovil, Somerset, BA22 8WN).