

Company registration number: 08610815

SOMERSET SKILLS & LEARNING CIC
FILLETED ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2020



SOMERSET SKILLS & LEARNING CIC
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SOMERSET SKILLS & LEARNING CIC
(REGISTRATION NUMBER: 08610815)
BALANCE SHEET AS AT 31 JULY 2020

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	4	160,327	233,505
Current assets			
Debtors	5	564,709	594,166
Cash at bank and in hand		<u>1,081,801</u>	<u>1,111,265</u>
		1,646,510	1,705,431
Creditors: Amounts falling due within one year	6	<u>(494,873)</u>	<u>(879,790)</u>
Net current assets		<u>1,151,637</u>	<u>825,641</u>
Net assets excluding pension asset/(liability)		1,311,964	1,059,146
Net pension liability		<u>(1,853,000)</u>	<u>(1,365,000)</u>
Net liabilities		<u>(541,036)</u>	<u>(305,854)</u>
Capital and reserves			
Defined benefit pension reserve		(1,853,000)	(1,365,000)
Profit and loss account		<u>1,311,964</u>	<u>1,059,146</u>
Total equity		<u>(541,036)</u>	<u>(305,854)</u>

These financial statements have been prepared and delivered in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006. The option not to file the profit and loss account and directors' report has been taken.

Approved and authorised by the Board on 23/3/21 and signed on its behalf by:

K M Baker.

K M Baker
 Director

SOMERSET SKILLS & LEARNING CIC
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2020

1 General information

The company is a private company limited by share capital, incorporated in England and Wales.

The address of its registered office is:

Courtenay House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

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.

Statement of compliance

These financial statements have been prepared in accordance with Financial Reporting Standard 102 Section 1A - 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006.

Basis of preparation

These financial statements have been prepared using the historical cost convention except that as disclosed in the accounting policies certain items are shown at fair value.

These financial statements are presented in Sterling (£).

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Going concern

The directors assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern.

Like many similar companies, the company's accounts are affected by the FRS102 accounting adjustments for its membership of the defined benefit Local Government Pension Scheme ("LGPS") which have resulted in a higher profit and loss account charge than the cash contributions required and also result in a large provision in the company's balance sheet. Without the inclusion of the long-term pension liability the company's balance sheet would report net assets.

The Directors have considered the impact of Covid-19 on the operations of the company. The company has been able to alter the method of delivery of their courses to a virtual format where possible which has limited the impact, and therefore the primary risks to the company arise from availability of government funding and resources. The company remains primarily government funded and the Directors have taken due care and attention in obtaining indications that the government will continue to fund both the Community Learning Contract for the company and more general adult learning at this time. The Directors also consider that the company has sufficient resources and contracts to enable the continued deliverance of services where appropriate.

The directors make an assessment of going concern in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the company has adequate resources to continue in operational existence for at least this period and there are no material uncertainties about the company's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting when preparing the financial statements.

Turnover recognition

Turnover comprises the fair value of the consideration received or receivable for the sale of goods and provision of services in the ordinary course of the Company's activities. Turnover is shown net of sales/value added tax, returns, rebates and discounts and after eliminating sales within the company.

The Company recognises revenue when:

- the amount of revenue can be reliably measured; and
- it is probable that future economic benefits will flow to the entity; and
- specific criteria have been met for each of the Company's activities.

Income is recognised in relation to course fees once the CIC becomes entitled to the funding. This varies from funder to funder, but can be at registration, certain milestones throughout the course or at completion.

Where funding has been received in advance of the course beginning, or where repayment would be required in the case of a course cancellation, this money is deferred until the recognition criteria are met.

Government grants

Income from grants and government grants, whether 'capital' or 'revenue', is recognised when the company has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Government grants represent assistance by government, government agencies and similar bodies, for training courses.

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NOTES TO THE FINANCIAL STATEMENTS
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Tax

The tax expense for the period comprises current and deferred tax. Tax is recognised in the profit and loss account, except that a change attributable to an item of income or expense recognised as other comprehensive income is also recognised directly in other comprehensive income.

The current tax charge is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in the countries where the company operates and generates taxable income.

Deferred income tax is recognised on timing differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements and on unused tax losses or tax credits in the Company. Deferred income tax is determined using tax rates and laws that have been enacted or substantively enacted by the reporting date.

The carrying amount of deferred tax assets are reviewed at each reporting date and a valuation allowance is set up against deferred tax assets so that the net carrying amount equals the highest amount that is more likely than not to be recovered based on current or future taxable profit.

Tangible assets

Tangible assets are stated at cost, less accumulated depreciation and accumulated impairment losses.

The cost of tangible assets includes directly attributable incremental costs incurred in their acquisition and installation.

Depreciation of tangible assets

Depreciation is charged so as to write off the cost of assets, other than land and properties under construction over their estimated useful lives, as follows:

Asset class	Depreciation method and rate
Furniture, fittings and equipment	20% - 33% straight line
Property improvements	20% straight line
Software development	33% straight line

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the company will not be able to collect all amounts due according to the original terms of the receivables.

Other debtors comprise amounts due from funders, prepayments and accrued income.

Amounts due from funders are recognised when the company is entitled to the money, prepayments arise from the payment for services prior to benefit from those services, and accrued income is amounts due for services provided, recognised at the point of provision of the services.

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Creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the Company does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Other financial liabilities are measured initially at fair value net of transaction costs and subsequently at amortised cost using the effective interest method.

Reserves

The profit and loss account includes all current and prior period profits and losses.

The defined benefit pension reserve represents the pension deficit for the Local Government Pension Scheme.

Leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to profit or loss on a straight-line basis over the period of the lease.

Defined contribution pension obligation

The Teachers' Pension Scheme (TPS) is an unfunded scheme and contributions are calculated so as to spread the cost of pensions over employees' working lives with the company in such a way that the pension cost is a substantially level percentage of current and future pensionable payroll. The contributions are determined by the Government Actuary on the basis of quinquennial valuations using a prospective benefit method. The TPS is a multi-employer scheme and there is insufficient information available to use defined benefit accounting. The TPS is therefore treated as a defined contribution scheme for accounting purposes and the contributions recognised in the period to which they relate.

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Defined benefit pension obligation

The Local Government Pension Scheme ("LGPS") is a funded scheme and the assets are held separately from those of the company. Typically defined benefit plans define an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation.

The liability recognised in the Balance Sheet in respect of defined benefit pension plans is the present value of the defined benefit obligation at the reporting date minus the fair value of plan assets. The defined benefit obligation is measured using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future payments by reference to market yields at the reporting date on high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related pension liability.

Actuarial gains and losses are charged or credited to other comprehensive income in the period in which they arise.

3 Staff numbers

The average number of persons employed by the company (including directors) during the year was 92 (2019 - 109).

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2020

4 Tangible assets

	Furniture, fittings and equipment £	Software Development £	Leasehold property improvements £	Portable buildings £	Total £
Cost or valuation					
At 1 August 2019	117,051	54,433	124,851	96,500	392,835
Additions	13,339	-	-	-	13,339
Disposals	-	-	-	(85,000)	(85,000)
At 31 July 2020	<u>130,390</u>	<u>54,433</u>	<u>124,851</u>	<u>11,500</u>	<u>321,174</u>
Depreciation					
At 1 August 2019	51,536	-	24,970	82,824	159,330
Charge for the year	38,348	18,144	24,970	930	82,392
Eliminated on disposal	-	-	-	(80,875)	(80,875)
At 31 July 2020	<u>89,884</u>	<u>18,144</u>	<u>49,940</u>	<u>2,879</u>	<u>160,847</u>
Carrying amount					
At 31 July 2020	<u>40,506</u>	<u>36,289</u>	<u>74,911</u>	<u>8,621</u>	<u>160,327</u>
At 31 July 2019	<u>65,515</u>	<u>54,433</u>	<u>99,881</u>	<u>13,676</u>	<u>233,505</u>

5 Debtors

	2020 £	2019 £
Trade debtors	1,655	22,979
Other debtors	<u>563,054</u>	<u>571,187</u>
Total current trade and other debtors	<u>564,709</u>	<u>594,166</u>

Included within other debtors is a deferred tax asset of £370,443 in relation to the defined benefit pension scheme.

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6 Creditors

Creditors: amounts falling due within one year

	2020	2019
	£	£
Due within one year		
Trade creditors	128,762	368,316
Taxation and social security	35,132	43,081
Corporation tax	51,436	14,960
Other creditors	279,543	453,433
	<u>494,873</u>	<u>879,790</u>

7 Pension and other schemes

Defined benefit pension schemes
Local Government Pension Scheme

Local Government Pension Scheme

The date of the most recent comprehensive actuarial valuation was 31 July 2020.

The total cost relating to defined benefit schemes for the year recognised in profit or loss as an expense was £534,000 (2019 - £464,000).

Reconciliation of scheme assets and liabilities to assets and liabilities recognised

The amounts recognised in the statement of financial position are as follows:

	2020	2019
	£	£
Fair value of scheme assets	1,983,000	1,662,000
Present value of defined benefit obligation	<u>(3,836,000)</u>	<u>(3,027,000)</u>
Defined benefit pension scheme deficit	<u>(1,853,000)</u>	<u>(1,365,000)</u>

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Defined benefit obligation

Changes in the defined benefit obligation are as follows:

	2020
	£
Present value at start of year	3,027,000
Current service cost	453,000
Past service cost	51,000
Interest cost	67,000
Actuarial gains and losses	(310,000)
Benefits paid	(29,000)
Contributions by scheme participants	72,000
Change in assumptions	<u>505,000</u>
Present value at end of year	<u><u>3,836,000</u></u>

Fair value of scheme assets

Changes in the fair value of scheme assets are as follows:

	2020
	£
Fair value at start of year	1,662,000
Interest income	38,000
Return on plan assets, excluding amounts included in interest income/(expense)	(3,000)
Actuarial gains and losses	32,000
Employer contributions	212,000
Contributions by scheme participants	72,000
Benefits paid	(29,000)
Administration expenses	<u>(1,000)</u>
Fair value at end of year	<u><u>1,983,000</u></u>

Analysis of assets

The major categories of scheme assets are as follows:

	2020	2019
	£	£
Cash and cash equivalents	105,000	101,000
Equity instruments	1,390,000	1,173,000
Property	161,000	139,000
Other bonds	206,000	150,000
Gilts	<u>121,000</u>	<u>99,000</u>
	<u><u>1,983,000</u></u>	<u><u>1,662,000</u></u>

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Return on scheme assets

	2020	2019
	£	£
Return on scheme assets	<u>35,000</u>	<u>86,000</u>

The pension scheme has not invested in any of the company's own financial instruments or in properties or other assets used by the company.

Principal actuarial assumptions

The principal actuarial assumptions at the statement of financial position date are as follows:

	2020	2019
	%	%
Discount rate	1.40	2.15
Future salary increases	2.20	2.35
Future pension increases	<u>2.20</u>	<u>2.35</u>

Post retirement mortality assumptions

	2020	2019
	Years	Years
Current UK pensioners at retirement age - male	23.00	23.00
Current UK pensioners at retirement age - female	25.00	24.00
Future UK pensioners at retirement age - male	25.00	25.00
Future UK pensioners at retirement age - female	<u>26.00</u>	<u>26.00</u>

8 Teachers' Pension Scheme

Introduction

The Teachers Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for teachers. All teachers have the option to opt-out of the TPS following enrolment.

The TPS is an unfunded to which both member and employer makes contributions, as a percentage of salary - there contributions are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

SOMERSET SKILLS & LEARNING CIC
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Valuation of the Teachers' Pension Scheme

The Government Actuary, using normal actuarial principles, conducts a formal actuarial review of the TPS in accordance with the Public Service Pensions (Valuations and Employer Cost Cap) Directions 2014 published by HM Treasury every 4 years. The aim of the review is to specify the level of future contributions. Actuarial scheme valuations are dependent on assumptions about the value of future costs, design of benefits and many other factors. The latest actuarial valuation of the TPS was carried out as at 31 March 2016. The valuation report was published by the Department for Education on 5 March 2019.

The key elements of the valuation and subsequent consultation are:

- employer contribution rates set at 23.68% of pensionable pay (including a 0.08% administration levy).
- total scheme liabilities (pensions currently in payment and the estimated cost of future benefits) for service to the effective date of £218,100 million and notional assets (estimated future contributions together with the notional investments held at the valuation date) of £196,100 million, giving a notional past service deficit of £22,000 million.
- the SCAPE rate, set by HMT, is used to determine the notional investment return. The current SCAPE rate is 2.4% above the rate of CPI. assumed real rate of return is 2.4% in excess of prices and 2% in excess of earnings. The rate of real earnings growth is assumed to be 2.2%. The assumed nominal rate of return including earnings growth is 4.45%.

The next valuation result is due to be implemented from 1 April 2023.

The employer's pension costs paid to TPS in the period amounted to £118,000 (2019 - £114,000).

A copy of the valuation report and supporting documentation is on the Teachers' Pensions website.

Under the definitions set out in FRS 102, the TPS is a multi-employer pension scheme. The company has accounted for its contributions to the scheme as if it were a defined contribution scheme. The company has set out above the information available on the scheme.

9 Financial commitments, guarantees and contingencies

Amounts not provided for in the balance sheet

The total amount of financial commitments not included in the balance sheet is £446,843 (2019 - £690,292).

10 Non adjusting events after the financial period

In November 2020 the company acquired the total share capital of Little Discoveries Childcare Limited (company number 10592617) for a total consideration of £190,000.

In March 2021 the company acquired the trade and assets of Cloud 9 Hair and Beauty, an unincorporated entity, for a total consideration of £25,000.

On 1 February 2021 the company registered a 100% subsidiary company, SS&L Hair & Beauty Limited.

SOMERSET SKILLS & LEARNING CIC
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11 Audit Report

The Independent Auditor's Report was unqualified. The name of the Senior Statutory Auditor who signed the audit report on 31 March 2021 was Michelle Ferris FCA, who signed for and on behalf of Albert Goodman LLP.

Community Interest Company Report

For official use
(Please leave blank)

Please complete in typescript, or in bold black capitals.

Company Name in full SOMERSET SKILLS & LEARNING CIC LTD

Company Number 08610815

Year Ending 31 July 2020

(The date format is required in full)

Please ensure the company name is consistent with the company name entered on the accounts.

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

(N.B. A Filing Fee of £15 is payable on this document. Please enclose a cheque or postal order payable to Companies House)

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

SS&L is a staff led Community Interest Company. The principle activity of the Company is to promote education by the provision of education, skills and training to young people and adults.

SS&L is embedded in the County of Somerset, and in 19/20 delivered from 5 dedicated centres and an additional 30+ venues in order to provide accessible learning opportunities for all. We worked with over 250 employers across Somerset, and delivered partnership provision with over 40 other providers and Community organisations.

Due to Covid 19, our centres closed in March 2020, and delivery moved to online. We supported our partners to continue delivery where possible, and we were able to maintain a broad range of community activities, as well as continuing remote learning for apprentices and those undertaking qualifications.

Please see continuation sheet

(If applicable, please just state "A social audit report covering these points is attached").

CIC 34

CONTINUATION SHEET

Please complete in typescript, or in bold black capitals.

Company Name in full

SOMERSET SKILLS & LEARNING CIC LTD

Company Number

08610815

Year Ending

31st July 2020

PLEASE CLEARLY INDICATE THE PART YOU ARE CONTINUING HERE

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

IMPACT:

Despite Covid 19, we were able to deliver learning opportunities to 6,964 learners.

Our strategy for community learning was to maximise access throughout Somerset, and to focus delivery on supporting those least likely to participate in learning. We also aimed to promote social renewal and maximise the impact of Community Learning on the social and economic well-being of individuals, families and communities. Of the 4,969 Community Learning learners who completed a survey:

- 66% reported improved mental health
- 10% reported improved physical health
- 68% reported improved self confidence
- 52% reported increased social relationships
- 71% reported developed personal skills

Our adult skills and apprenticeship offer is directly linked to the needs of Somerset employers and partners and also offers progression routes to both employment and further education. Over 75% of learners achieved an apprenticeship, and 80% achieved a qualification. Our traineeship provision provides very strong pathways for young learners, and the provision allows them to explore career options and up skill themselves in preparation for the world of work and further learning

PART 2 – CONSULTATION WITH STAKEHOLDERS – Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.

Our Key stakeholders are:

CIC Staff

Learners (Somerset Residents)

Somerset Employers

Key Funding Partners

West of England Devolved authority

Somerset County Council

Heart of the South-West Local Enterprise Partnership

Ofsted (our last full inspection was June 2017)

Our culture of continuous improvement and evaluative annual self-assessment report is underpinned by a range of consultation activities, including a whole management approach to learner / customer feedback evidenced by Learning Walks in classrooms, Listening to Learners events, regular annual Learner / User surveys, Learner Progression / Completion Surveys, an annual Employer satisfaction survey and a formal programme of performance reviews (including sub-contractors).

All of the above have continued with lockdown, with listening to learners sessions being undertaken via Zoom, and learning walks and consultations also continuing electronically.

Our surveys have identified that 87% of learners rate the quality of teaching as excellent and 85% of employers gave our provision a rating of good or excellent and are likely to recommend our company.

The findings from our stakeholder consultation process are used to inform our annual curriculum plan, which is presented to the Board annually for approval.

The CEO is a director on the Somerset and Dorset Provider Network, and the Deputy CEO sits on the Community and Skills Board – both of which feed into the Local Enterprise Partnership and inform our planning with regard to current and future priorities, and ensures that we continue to focus on the key priorities required to achieve our aims.

The CIC also has a well - established customer complaints / compliments process and the results of this are reported quarterly to the executive management team.

(If applicable, please just state "A social audit report covering these points is attached").

PART 3 – DIRECTORS’ REMUNERATION – if you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, “There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director’s loss of office, which require to be disclosed” (See example with full notes). If no remuneration was received, you must state that “no remuneration was received” below.

Somerset Skills & Learning CIC had 8 Directors in 2019/20. 4 are members of staff and 4 are Non-Executive Directors.

No director receives remuneration for their role as a director (therefore non-executive director remuneration totalled £nil),

Executive and Staff Directors are remunerated for their staff roles within the Company, and these salaries totalled £200,324

PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION – Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that “no transfer of assets other than for full consideration has been made” below.

No transfer of assets other than for full consideration has been made

PART 5 – SIGNATORY (Please note this must be a live signature)

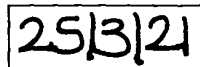
(DD/MM/YY)

The original report must be signed by a director or secretary of the company

Signed



Date



Please note that it is a legal requirement for the date format to be provided in full throughout the CIC34 report.

Applications will be rejected if this information is incorrect.

Office held (delete as appropriate) Director/Secretary

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

Kathryn Baker	
Somerset Skills & Learning CIC Ltd	
Courtenay House	
Somerset TA1 2PX	Tel 01749 677786
DX Number	DX Exchange

When you have completed and signed the form, please attach it to the accounts and send both forms **by post** to the Registrar of Companies at:

For companies registered in England and Wales: Companies House, Crown Way, Cardiff, CF14 3UZ
DX 33050 Cardiff

For companies registered in Scotland: Companies House, 4th Floor, Edinburgh Quay 2, 139
Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP = 4 Edinburgh 2

For companies registered in Northern Ireland: Companies House, 2nd Floor, The Linenhall, 32-38
Linenhall Street, Belfast, BT2 8BG

(N.B. Please enclose a cheque for £15 payable to Companies House)