

# Chartered College of Teaching

## Annual Report 2022/2023



Registered number: RC000128

Charity number: 313608

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## President's Report for the Year 1 April 2022 to 31 March 2023



I was delighted to take up the role as President of the Chartered College of Teaching from the November 2022 Annual General Meeting. I have since been inspired by the numerous positive accounts I have heard from members of how the Chartered College of Teaching is supporting their individual and their school's professional development through the Impact journal, Chartered Status, research, webinars and events.

The challenges of the pandemic revealed the best of our profession, and teachers and those who work with teachers continue to grapple with its lingering impacts. Schools around the world have worked tirelessly to support learners to succeed, and to support each other; recruitment and retention is a global issue. Schools and their leaders are making difficult decisions amidst the complexities of managing increasingly limited resources. Teachers are demonstrating their professionalism in making many decisions daily in their classrooms to support all children and young people. More than ever we need our professional body to empower professionals in schools to make evidence-informed decisions.

The Chartered College of Teaching continues to thrive and work hard to support our members. Our connections continue to grow through partnerships across the sector, and our reputation for credible sector-wide expertise has resulted in many requests to collaborate and advise. Our growing membership, including through group membership, benefits from these partnerships and opportunities and as we grow as a professional body so does the experience for our members.

April 2022 to March 2023 has been a busy year, with sector-leading projects on inclusive leadership and the launch of the Rethinking Curriculum project. The introduction of the Chartered Teacher Mentor route was welcomed by the profession, and I look forward to seeing many colleagues achieve this status in the years ahead. Through all of this, a significant milestone in our journey has been achieving the financial stability that enables a thriving future ahead.

Chartered Status remains a vital component of our work. I have thrived since completing both the Teaching and Leadership routes of the programme and continue to extol the benefits of the accreditation with all I meet. The Chartered Teacher pathway now welcomes prior learning from a growing number of CPD partners, notably National Professional Qualifications; I know many colleagues will be keen to take advantage of their prior learning to complete the Chartered Teacher journey.

I am hugely grateful to Stephen Munday HonFCCT CBE for his stewardship as President of the Chartered College of Teaching. It was a pleasure as the incoming President to award our immediate Past President Stephen Munday HonFCCT CBE an Honorary Fellowship, and to make an award of Honorary Membership to the late Hannah Uche-Njoku HonMCCT to recognise her contribution to the profession. We welcome long-serving Council Member Aimée Tinkler FCCT to the role of President-Elect, succeeding me as President in Autumn 2024.

Our Council plays a vital role in the work of our professional body. I would like

to give thanks to Sue Jackson FCCT, Jon Searle MCCT, Julia Skinner FCCT, Amarbeer Singh Gill MCCT and Anna Steele MCCT, whose terms of office ended in the last 12 months, for their contribution. Our Council works with such energy and expertise through our committees and Council meetings to ensure our professional body continues to thrive and I am appreciative of the commitment of our current Council Members. Most importantly I must thank Dame Alison Peacock and her team; they work so hard for our members and make contributions that are sector-wide. We are so grateful to all of them in making a commitment to the Chartered College of Teaching and to the profession as a whole.



**Dr Steven Berryman FCCT CTeach (Leadership)**



## Chief Executive's Report for the Year 1 April 2022 to 31 March 2023



In writing this report I have reflected on the amazing work of teaching professionals in challenging times. Teaching professionals in the UK and around the world have been supporting children and young people handling the after effects and pressures caused by the pandemic. Many of our teaching colleagues have also been faced with high inflation, a cost of living crisis, uncertainty over funding and pay and an increasing crisis in teacher recruitment and retention. I continue to be immensely proud of how our profession deals with such challenges, and how we at the Chartered College of Teaching can support teaching colleagues in such times.

The Chartered College of Teaching has ensured that the government and society hear members' expertise and insights in shaping policy. We first predicted in May 2020 that school closures and distance learning were likely going to affect teachers' mental health negatively (Muller and Goldenberg, 2020). This has since been confirmed in multiple reports, including our own work (Muller and Goldenberg, 2021). Teacher and student wellbeing are two sides of the same coin and while student wellbeing has, rightly, received substantial attention, teacher wellbeing has been largely overlooked. We therefore partnered with Education Support to find out from teachers what could be done to support their wellbeing and the results were communicated to the Secretary of State in a Call for Action. Following the scrutiny of the role of Ofsted, we developed a statement outlining the views of the College and our members on high-stakes accountability systems. I met with His Majesty's Chief Inspector, and with the Children's Commissioner, and requested a meeting with the Secretary of State, to discuss how the inspection system could better support school improvement and improve the care of those who are impacted by inspection.

The term of office of our President of the Chartered College of Teaching, Stephen Munday HonFCCT CBE, came to an end in November 2022. I would like to thank Stephen for his sage advice, genuine dedication and strong vision for the Chartered College. Stephen put members at the heart of Council discussions. He personified the Chartered College of Teaching's values and demonstrated true commitment to the Chartered College at all times. Stephen made an enormous impact on the Chartered College during his term of office as President and his clear vision for the Chartered College of Teaching, as the professional body, helped the charity to make great strides under his tenure. I know that he will continue to champion and support the Chartered College as past President.

With Stephen Munday's term of office ending, I was delighted to welcome Dr Steven Berryman FCCT CTeach (Leadership) in his role as President following his term as President-Elect. It is wonderful to have a President who has been awarded Chartered Status. I am looking forward to the Chartered College continuing to achieve great things with Steven as President. We also welcomed Aimée Tinkler as President-Elect.

This financial year has been pivotal following a year of 'investment for growth' for the Chartered College of Teaching to support longer-term growth. We have continued to prioritise our member offer. During 2022 we launched our

new member platform, MyCollege. MyCollege received over 1m views during the period, and the new site now brings together all of our content, research and publications in a series of 'hubs': Research Hub, Early Career Hub, Early Childhood Hub, Video Hub and, most recently, the Learning Hub, which provides access to a range of CPD courses via our virtual learning platform. In November 2022 we launched our new Associate Membership specifically designed for all teaching assistants and those supporting teachers and learning in the classroom at every level. Our events continue to provide rich engagement opportunities for members, with over 2,500 members attending more than 40 events. Membership has continued to grow despite the wider economic challenge, cost of living and pressures on school budgets in the UK, and the high conversion of students into paying Early Career Teacher members is a particular highlight. We have also made strides with the roll-out of our new model for Chartered Status, with increasing numbers of teachers undertaking a range of modular assessments; we have also launched a new pathway for teacher mentors to achieve Chartered Status, recognising the increasing demands placed on mentors in schools.

A particular area of concern during and post-pandemic has been pupil mental health and wellbeing, and the ever-increasing scope of teachers' roles in supporting this. We have been delighted to partner with the Association for Child and Adolescent Mental Health (ACAMH) to produce a series of 10 webinars and accompanying resources focused on different aspects of supporting pupil mental health, which have been attended by thousands of teachers. With the support of the Bupa Foundation, we have also produced a series of accompanying bitesize online learning units.

We continue to be fully committed to furthering equality, diversity and inclusion across the Chartered College and the wider profession. Our diversity and accessibility work continued with strength in 2022/23, led by an internal workstream, including launching a voluntary, anonymised survey to monitor the diversity of our membership and governance structure and the development of an interactive glossary for the team to promote a shared understanding of language around diversity, accessibility and inclusion. This led to a self-efficacy survey to be conducted with the whole staff to better understand areas on which to focus team-wide professional learning. We also commissioned a full accessibility audit of MyCollege, with only those changes needed to third-party plugins remaining outstanding.

I am very grateful to all our funders and partners for their ongoing support of the Chartered College of Teaching. The Pears Foundation continues to be an important partner and supporter, committed to the Chartered College of Teaching's mission and vision and providing generous core funding for the charity as well as professional learning opportunities and space for our team. The Paul Hamlyn Foundation has generously committed to support the long-term aims of the Chartered College of Teaching through backbone funding between 2021 and 2025, demonstrating a genuine commitment to the work of the Chartered College of Teaching. They have also funded our evaluation of blended teacher CPD. Nord Anglia Education has continued to support the growth of the Chartered College of Teaching by providing generous core funding. The Mercers' Charitable foundation, through the Charity of Sir Richard Whittington, have also kindly funded us to develop a new programme for school leaders focused on leading inclusive schools. The Helen Hamlyn Trust is generously funding our multi-year project to support teachers and school leaders in primary schools to enhance practice and learning outcomes for children, through rethinking curriculum design.

We have been able to support more teachers in specific areas through other funded projects, including developing a new Early Childhood Hub to support

early years professionals with support from Montessori, designing a series of videos to support teachers with support from NASBTT and accreditation for tutoring with Education Development Trust (EDT).

I continue to feel grateful to work with a very talented and committed staff team who are dedicated to providing the best support to our members.

The teaching profession needs a strong professional body now more than ever. In order to do this we will continue to strengthen the support and resources we offer to teachers, and further engage the profession with Chartered Status, our publications and membership.

As the professional body for the teaching profession, the issue of teacher wellbeing remains hugely important to us and we will continue to seek ways to support teachers longer-term. We will continue to speak up and advocate on behalf of teachers and through our research reports have been able to open productive dialogues with policymakers to ensure that the voices of teachers are heard.

**Professor Dame Alison Peacock**  
Chief Executive

## Key stats



[chartered.college/join](https://chartered.college/join)

## Report of the Council for the Year 1 April 2022 to 31 March 2023

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The Council presents its report with the financial statements of the charity for the year ended 31 March 2023. The Council has adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

### Who we are

The Chartered College of Teaching started as the College of Preceptors in 1846 and was incorporated by Royal Charter in 1849 as a professional membership and awarding body for teachers. On 15 May 1998, a Supplemental Charter changed its name to 'The College of Teachers'. A further Supplemental Charter of 18 July 2017 changed its name to 'The Chartered College of Teaching' and facilitated a change in the College's role to establish a more widely based independent professional body for the teaching profession by collaborating with a number of other specialist associations, schools and educational agencies/institutions within the educational system.

### Purpose and charitable objectives

The Council has had due regard to the Charity Commission's guidance on public benefit. The Chartered College of Teaching's purpose as stated in our Royal Charter and charitable aims is: 'the promotion of sound learning and the improvement and recognition of the art, science and practice of teaching for the public benefit (where teaching may include but shall not be limited to instruction, research, and assessment).'

The Chartered College of Teaching is the professional body for the teaching profession and has the power to award the professional status of Chartered Teacher.

The Chartered College of Teaching has advanced its charitable aims during 2022/23 through the strategic priorities and activities, as highlighted in the President's and Chief Executive Officer's reports and further detailed below.

### Mission

The Chartered College of Teaching is the professional body for teachers. Its mission is 'Empowering a knowledgeable and respected teaching profession through membership and accreditation'.

In 2019 we developed our Theory of Change and 2030 goals. We use our Theory of Change to guide strategic choices and decisions to maximise our effectiveness to create change. Our annual business planning process supports the charity to progress towards these goals with strategic priorities, clearly defined activities and measures to track progress. The final goals in our Theory of Change are as follows:

- Teaching is seen as a high-status profession, with policy based on research and teachers' input
- Recruitment and retention rates are no longer an issue
- Improved pupil outcomes for all children and young people.



“““

Being part of the Chartered College has encouraged us to become outward-facing and relentless in our pursuit of teacher excellence in our classrooms.

“““

Membership, and specifically the CTeach programme, has given me confidence. Confidence in making decisions and confidence in sharing with colleagues.

“““

I would wholeheartedly recommend the Chartered College of Teaching – it broadens your understanding of research and allows you to connect with other teachers

## Our activities

### Membership

Members of the Chartered College are recognised for their professionalism and dedication to high-quality teaching with the post-nominals MCCT and Fellowship recognises the outstanding contribution of experienced teachers and their ongoing support to the future development of teachers with the post-nominals FCCT.

Membership supports teachers and teaching assistants throughout their careers, from studying teaching, through to Early Career Teacher (ECT), mid and late career, including those who progress into leadership roles. ECTs benefit from the Early Career Hub and access to resources aligned to the Early Career Framework and Teachers' Standards. We produce termly issues of Impact, the peer-reviewed, award-winning journal supporting teachers to work with the latest research and the knowledge of good practice, for our Members and Fellows. We provide all members with access to every single issue of Impact on MyCollege, which has over 1,700 articles, case studies and guides across three hubs, as well as footage of classroom practice, interviews and webinars on our Video Hub, to support teacher development. Our members also have access to one of the world's largest databases of education research journals, as well as research summaries, guides and reviews giving members overviews of the latest research to develop their practice with the latest evidence, and on-demand CPD videos. Membership is also strengthening collegiality across the profession. With over 270 video recordings and regular virtual events, members can share practice and discuss how research can support work in the classroom. And we are adding over 50 new recordings each year as we build our knowledge capital. Through Chartered College membership, teaching assistants, teachers and leaders are provided with the space for ongoing debate and a platform for their voices to be heard by decision-makers through consultations on education policy.

### Teacher accreditation

Chartered Status is a professional accreditation that recognises teachers and school leaders who have achieved an advanced standard of practice. To be awarded Chartered Status, individuals must demonstrate that they meet the Professional Principles by successfully completing four assessment units with the Chartered College of Teaching on one of our Chartered Teacher, Chartered Teacher (Mentor) or Chartered Teacher (Leadership) pathways.

Teachers and school leaders can gain certification for an individual unit, or can work towards attaining Chartered Status by completing all four units on their given pathway. Individuals can complete these units independently, or can be supported by accessing relevant CPD from their school or a Chartered Status CPD Provider.

### Teacher CPD

We offer a range of online CPD for our members and the wider teaching profession via our Learning Hub, including:

- a range of bitesize CPD resources on topics such as supporting pupil mental health, supporting students to develop literacy skills, fostering positive behaviour, relationships and learning environments and many more
- an online course on diversifying and decolonising the curriculum
- a suite of practical resources for teachers about supporting pupils' mental health and wellbeing, supported by Bupa and the Association for Child and Adolescent Mental Health (ACAMH)
- an online course for school leaders on leading inclusive schools, including a

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The quality of the resources on offer and how these are constantly improving means that there is always something helpful to access.

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The Diversity and Inclusion group has supported the internal working group to take forward a range of impactful actions leading to a better understanding of the representation of our membership and how we can provide sustainable professional learning for the staff team and Council. We are also pleased to see the commitment of the College in providing meaningful, research-informed CPD for members on topics such as refugee education, decolonising the curriculum and leading inclusive schools.

Sufian Sadiq FCCT, Council Member and Chair of the Diversity and Inclusion Group.

module on refugee education, funded through the support of the Charity of Sir Richard Whittington.

### Our print and online resources

We publish three issues of our peer-reviewed journal *Impact* each year, available in both print and as an online edition. We also published the second edition of The Early Career Framework Handbook to support early career teachers and their mentors.

In addition, the member-only platform, MyCollege, hosts a range of hubs for members:

**Research Hub:** Hosts summaries of academic and practitioner research as well as reports that Chartered College of Teaching members have contributed to.

**Early Career Hub:** A one-stop shop for trainee teachers, early career teachers, and those involved in supporting, coaching and mentoring those new to the profession.

**Video Hub:** Hosts short classroom practice videos filmed in a variety of settings, recorded interviews with a range of teachers, leaders and educators and webinar recordings.

**Early Childhood Hub:** A new hub for 2022, hosting content by and for Early Years practitioners, with a focus on the pedagogy and practice of early childhood education.

**Learning Hub:** A new hub for 2022/23, the hub is the home for professional learning and development, hosting bitesize CPD units, access to information about professional accreditation through Chartered Status and details of other available courses.

### Equality, diversity and inclusion

At the Chartered College of Teaching, we are committed to being accessible so that everyone can engage with us without encountering barriers. We are committed to improving equity and inclusion by offering opportunities for all to engage with our mission. We are working to understand and overcome barriers to access. We aim to create an environment in which all voices are heard and respected and everybody is valued individually; strengthening our collective work as an organisation. We are working to further understand the structural inequalities that exist in education, and we are committed to advocating for change so that teaching becomes a diverse, equitable and inclusive profession.

Through an internal working group, we have made significant progress this year, including launching a voluntary, anonymised survey to monitor the diversity of our membership and governance structure, benchmarked against external data (such as that collected by DfE), and developing an interactive glossary for the team to promote a shared understanding of language around diversity, accessibility and inclusion. We also conducted a self-efficacy survey with the whole staff to better understand areas to focus team-wide professional learning; a structured professional learning programme will be rolled out in 2023/24 based on this. In the autumn term 2022 we released an online learning module on supporting refugee students in schools; this will be followed in spring 2023 by a full course designed for school leaders and focuses on developing inclusive school policies. The course combines research evidence with high-quality practice so that school leaders can learn from the best available evidence and discuss their approaches and experiences with peers. This course stems from another available course through the College on diversifying and decolonising the curriculum.

### Fundraising approach and controls

Donors to the Chartered College of Teaching can be assured regulatory standards for fundraising are followed. We are voluntarily registered with the Fundraising Regulator, we are GDPR compliant and have robust systems for data maintenance and record keeping. No complaints relating to fundraising activities have been received or raised through the regulator.

All fundraising activity is undertaken by the organisation, no fundraising activities are carried out using professional fundraisers or commercial organisations. We have a donations page on our website if members of the public wish to donate, we do not contact members of the public directly to request donations.

## Achievement and performance

### Charitable activities

The Chartered College of Teaching made great progress in 2022/23, in particular during the context of the challenging external environment following the pandemic and the economic environment in the UK. For the period 1 April 2022 to 31 March 2023 the Chartered College of Teaching had five strategic priorities. The section below highlights some of the key achievements within each strategic priority.

#### 1. Recruit and retain members

Membership has continued to grow despite the wider economic challenge, cost of living and pressures on school budgets, with the high conversion of students into paying ECT members and launch of Associate membership being key highlights, with a demonstrable impact towards both our vision and sustainable, longer-term growth.

Membership of paying grades grew by 9.6% with a 2.4% net growth in full membership. Paying membership growth was strong despite the challenging economic climate. Student membership has now stabilised and this change resulted in a significant increase from student (free) to Early Career Teacher (ECT) paid membership conversion at 71%. This will provide more sustainable paying membership growth in subsequent years as they progress into full membership. We also saw solid growth in our group membership of 9.8%, testament to the value trusts are seeing in enabling all of their staff to belong to and engage with the Chartered College of Teaching.

We maintained 95% retention of our Fellows and we continue to work on improving full member retention, for example with targeted benefit and 'update your details' campaigns (a key factor in renewals is changes to member email and contact details). With operational incremental developments underway to make conversion, retention and satisfaction even better, our focus in 2023/24 is on attracting and retaining group members, with better account management to drive engagement with our knowledge capital.

Member satisfaction remains high and we retained our net promoter score of +65 which is deemed 'very good' and just +5 away from 'excellent'. Over 4,300 members attended 52 new webinars, all of which are then made available through our Video Hub. A particular highlight was the Pedagogy in Practice series of eight webinars delivered in association with the Association for Child and Adolescent Mental Health (ACAMH).

Our marketing capacity and capability has also been enhanced with some fantastic achievements – online followers increased by 12% with over 50,000 active online engagements each month. We launched new initiatives such as the 12 days of Christmas campaign and 'focus' months for Chartered (February) and Group membership (March). These resulted in increased website visits and traffic; for example, the Chartered campaign helped us to achieve 334% more visits to the Certificate in Evidence-Informed Practice page.



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Teaching Assistants and other support staff play an invaluable role in schools, so recognition from the Chartered College, which holds the Royal Charter for teaching, is wonderful news!

Our events continue to provide rich engagement opportunities for members and, over the period, we developed a range of specific webinars designed for trust and professional development leaders, to improve engagement with strategic partners. In July we also held a Chartered membership graduation ceremony to celebrate the achievements of our members and as a platform to increase awareness of Chartered Status as a key tenet of Chartered College membership. Partnerships are a key facet of our business plan, and significant multi-membership and Certificate in Evidence-Informed Practice registrations with the Education Authority in Northern Ireland and the Montessori Group, for example, are testament to our ongoing efforts to work in partnership with the profession and key stakeholders.

In November 2022 we launched our new Associate Membership specifically designed for all teaching assistants and those supporting teachers and learning in the classroom at every level. Teaching assistants play a critical role in supporting teachers and, with limited time for their own professional development, we want to celebrate their expertise, contribution and professionalism, and provide opportunities for them to develop and progress. Trusts have already recognised the value of this offer with over 700 teaching assistant redemptions purchased through group accounts.

We continued to engage with partners and stakeholders to advance our vision, with 60% of Teaching School Hubs in dialogue with us about group membership and/or Learning Partner opportunities. We have also worked on guidance for Teaching School Hubs to aid their CPD proposals for 2022/23 and 45 organisations have registered as Learning Partners to support Chartered Status candidates.

## 2. Be recognised as the professional body for teaching and influence the development and direction of the profession

Thanks to funding from Montessori, we launched the Early Childhood Hub on MyCollege, now one of five hubs supporting members alongside the Impact site and online shop. MyCollege continues to receive close to 100,000 views per month. In 2022/23 we have increased our bitesize CPD resources via the ACAMH and Bupa projects, and we continue to enhance our professional learning offer to create a bridge between our content and the Chartered Status pathways. MyCollege also hosts all webinars to watch on demand, including over 50 recorded in 2022/23.

In 2022/23 we were mentioned in 70 news features, including 22 in Tes. We also partnered with Education Support to find out from teachers what could be done to support their wellbeing, with 1,020 teachers taking part in the survey. The results were communicated to the Secretary of State in a call to action and were picked up by a range of news outlets. In December we launched our research priority setting survey centred around the implementation of cognitive science, the results of which will help to inform our products and services, inform future funding proposals and help to establish our position in the sector.

We published three issues of the Chartered College's MemCom award-winning, termly peer-reviewed journal, Impact. As a valuable resource, it has given members access to evidence which continues to enable them to make the best decisions for their teaching and pupils' learning.

A particular area of concern during and post-pandemic has been pupil mental health and wellbeing, and the ever-increasing scope of teachers' roles in supporting this. We have been delighted to partner with the Association for Child and Adolescent Mental Health (ACAMH) to produce a series of 10 webinars and accompanying resources focused on different aspects of supporting pupil mental health, including bereavement, trauma, social media use, sleep and more. These webinars have been attended by thousands of teachers. With the support of the Bupa Foundation, we have also produced a

### Website

74%

Web visitors that return more than once a month

31,000

Unique visitors to the website each month

series of accompanying bitesize online learning units.

Since January 2022, we have offered a more flexible, self-paced pathway to Chartered Status, enabling teachers and school leaders to gain credits for Chartered Status through the completion of four online assessment units, which include our Certificate in Evidence-Informed Practice. Once registering to undertake Chartered Status, candidates have up to three years to complete all assessment units and may do so independently or with support from one of our registered CPD Partners.

### **3. Continue to grow income from funding and accreditations, and operate within budget**

2021/22 was a year of investment for growth, with a pre-approved deficit budget to allow for investment, for example in marketing and membership. The Council approved a small surplus budget for 2022/23. The return to a small, sustainable surplus position three years after the end of the DfE grant funding is a notable achievement for the charity.

Income from grants and projects was particularly strong and performed above budget, with significant core funding support from Pears Foundation, Paul Hamlyn Foundation and Nord Anglia Education, and notable restricted grants from the Charity of Sir Richard Whittington and Helen Hamlyn Trust.

The Council and Finance, Risk and Audit Committee monitored performance against budget closely throughout the year and the end of year accounts are in line with the approved budget.

### **4. Continue to implement the people and culture strategy**

We have also continued to make great strides in our people and culture strategy focusing on four strands in 2022/23: wellbeing, professional learning, recruitment, retention and reward and corporate social responsibility.

There have been improvements year-on-year in our external employee survey, which was completed by all employees in summer 2022. We continue to provide regular wellbeing guidance for the employee team, have improved the employee induction and appraisal processes and commenced a programme of professional development for line managers. Monthly information and professional development sessions for the team took place, on topics including mental health and suicide awareness. The annual external benchmarking exercise took place to ensure that our employees are remunerated fairly for their roles. In July 2021 the Chartered College became Disability Confident accredited (Level 1), showing our commitment to accessibility and disability and to improving how we recruit, retain and develop disabled people at the Chartered College. In May 2023 the Chartered College of Teaching became a Disability Confident Employer (Level 2).

## **Financial review**

### **Financial position**

2022/23 was a pivotal year for the Chartered College of Teaching, where we returned to a surplus budget following a year of approved investment for growth. The return to a small financial surplus of £56,764 (2021/22 £133,044 deficit) in a challenging economic climate was a significant achievement and in line with our financial projections. We achieved this surplus through growth in paying membership, generous core grant funding and working with funders to deliver new projects to benefit members and the wider teaching profession.

Given the challenging economic environment and the projected small



surplus, the Finance, Risk and Audit Committee carefully monitored income and expenditure during the year, and were satisfied with the Executive Leadership Team's rigorous management of the budget.

## Income

Income from membership continues to be the largest source of income, generating £1.3m and 60% of total income in 2022/23 compared with 56% (£1.1m) in 2021/22. Learning programmes generated income of £217,598 (2021/22 £411,103), and total income from all Chartered pathways made up 10% of total income in 2022/23. Income from projects and collaborations has increased to £394,569 (2021/22 £135,284) and income from donations and grants increased to £213,287 in 2022/23 (2021/22 £196,870) due to generous unrestricted and restricted funding from our core partners. This has enabled us to continue to increase our impact on teachers and improve our products and services, as well as enabling us to improve our operations, develop our systems and invest in our people.

## Expenditure

The Chartered College of Teaching had £2,145,655 expenditure in 2022/23. Although slightly increased from £2,108,181 in 2021/22, this was lower than the approved in-year expenditure budget of £2,437,986. 48% of unrestricted expenditure (excluding staff costs) was spent on membership costs and the Impact journal and 5% on the cost of Chartered pathways.

## Reserves policy

Our unrestricted reserves are the net current assets of our general unrestricted funds. The charity holds unrestricted reserves to provide working capital to finance day-to-day operations, provide a safeguard against the risks of unforeseen liabilities and expenditure and provide a safeguard against unforeseen shortfalls in income.

The Finance, Risk and Audit Committee and Council continued to monitor the reserves policy in 2022/23 to ensure that the Chartered College's work is protected from the risk of disruption at short notice due to a lack of funds, whilst at the same time ensuring we do not retain income for longer than required. The Council has approved a range for unrestricted reserves of between £400,000 and £1m. The impact of the pandemic and economic environment did not result in the need to either rely on brought forward reserves, or to revise the unrestricted reserves target. As at 31 March 2023, total unrestricted reserves were £344,162. This was slightly below the minimum level set in the reserves policy but we regard this as a short-term issue based on current forecasts. The Finance, Risk and Audit Committee will monitor this closely over the next 12 months. The Chartered College did not hold any investments in financial instruments during the financial year, including those with a social investment focus.

## Risk management

The Chartered College of Teaching places high importance on the effective management of risk so that it can achieve its vision and aims. The Council has overall responsibility for risk management and the Finance, Risk and Audit Committee has the delegated authority to review the risk management systems and make appropriate recommendations to the Council. The Finance, Risk and Audit Committee formally reviews risks three times a year. The Chartered College of Teaching manages risks in line with its risk management policy which is approved by the Council. All identified key organisational risks are collated on a risk register which sets out the risks, assesses their likelihood and impact, tracks the internal controls in place and actions taken to reduce, eliminate or mitigate against each risk and defines future mitigating actions which would reduce the likelihood and impact of the risk materialising. The Executive

Leadership Team is accountable for ensuring that the risk register is accurate and that the process for risk management is embedded across the organisation. All employees should be able to identify, mitigate and manage key risks within their areas and communicate and escalate these as appropriate. This ensures that responsibility for risk is distributed across, and embedded in, the operations of the charity.

There was no serious incident to report as per the requirements under the Charities Act 2011. The Chartered College of Teaching has a robust risk management framework that is strategically reviewed by the Executive on behalf of Council and is operationally managed by the Chief Operating Officer. During the year, the following major categories of risk were identified:

- Membership risks focused on new membership and activations of group memberships. Membership numbers were reforecast and improved financial modelling for membership has been put in place for 2023/24. A new internal workstream has been set up to plan for sustained growth.
- The risk of Chartered Status pathways not meeting participant engagement and budget assumptions. Mitigating actions included a College-wide campaign dedicated to the full suite of Chartered Status units, and the establishment of a new internal workstream aiming to utilise the skills of the organisation to maximise the potential for Chartered Status.

### Going concern

The charity's activities, financial performance and liquidity position are reviewed annually by the Council as part of a full business planning process and thereafter considered on a regular basis by the Finance, Risk and Audit Committee to ensure the business plan and budget accurately reflect the position of the charity. The Finance, Risk and Audit Committee pay particular attention to income and expenditure relating to membership, Chartered pathways and grants and projects, as well as expenditure relating to the journal and staff, as these represent the most significant items of income and expenditure. The Finance, Risk and Audit Committee considers a range of income scenarios and based on these scenarios the Council is satisfied that the charity has adequate resources to operate for the foreseeable future and considers it appropriate for the organisation to adopt a going concern basis in preparing its financial statements.

### Future plans

For 2023/24 we have identified five strategic priorities for the Chartered College to move us closer to our vision:

- Continue to grow membership, engagement and Chartered Status
- Be recognised as the professional body for teaching, provide a learning community for all teaching professionals and influence the development and direction of the profession
- Continue to be financially sustainable by operating within budget
- Develop and begin to implement a data and digital strategy that supports organisational growth
- Continue to progress the people and culture strategy and foster a healthy and strong team culture.

Within each strategic priority we have identified specific goals that we will focus on in 2023/24. Each goal has been developed with a corresponding 2025 and 2030 goal to progress to, recognising that within the 2023/24 financial year, significant progress needs to be made towards those we have set for 2025.

**Continue to grow membership, engagement and Chartered Status**

- Membership and Chartered Status numbers meet participant numbers and income targets, driven by a focus on group memberships
- Members' engagement with the College increases, with a focus on group member activations.

**Be recognised as the professional body for teaching, provide a learning community for all teaching professionals and influence the development and direction of the profession**

- The Chartered College supports teacher professionalism through high-quality professional learning and accreditation
- We are on track to achieve Royal Status by 2030 through relationships, publications and successful elections and induction.

**Continue to be financially sustainable by operating within budget**

- Continued strong financial management processes are in place to further improve cost control
- Revenue targets are met across membership, Chartered Status and grants and projects.

**Develop and begin to implement a data and digital strategy that supports organisational growth**

- Using data effectively serves the needs of members whilst protecting their data and their wishes for privacy
- A data-driven system architecture is developed collaboratively that supports organisational growth.

**Continue to progress the people and culture strategy and foster a healthy and strong team culture**

- All four strands of the people and culture strategy are implemented and on track
- Our diversity and accessibility strategy has progressed, led by the internal workstream.

**COVID-19**

The aftermath of the Covid-19 pandemic did not have a significant financial impact on the charity in the 2022/23 financial year. However, schools, teachers and pupils continue to deal with the repercussions of the pandemic, and as a result we continue to review our offer to members to ensure that our products and services meet their needs in these challenging times.

**Structure, governance and management****Governing document**

The Chartered College of Teaching is governed in accordance with its Royal Charter and by Bye laws and Regulations made under the terms of the Charter.

Registered Charity No. 313608, incorporated by Royal Charter of 28 March 1849 (as amended by Supplemental Charters of 15 May 1998 and 18 July 2017).



### Reference and administrative details

Members of the Council, who constitute the charity trustees, are elected or appointed in accordance with the Charter and Bye laws. Elected Council Members serve a term of four years. The members who served on the Council for the financial year 2022/23 are listed below:

Paul Barber FCCT (Chair of Constitutional Committee, Chair of Nominations Committee until November 2022)

Dr Steven Berryman FCCT CTeach (Leadership) (President-Elect until November 2022, President from November 2022)

Michael Chiles FCCT

Dr Natasha Crellin FCCT (Chair of Ethics Committee from November 2022)

Wedyan Dannan MCCT

Alexandra Dean FCCT

Amabeer Singh Gill MCCT (until February 2023)

Liz Gregory FCCT

Julie Harrington MCCT

Clive Hill MCCT

Jackie Hill FCCT

Sue Jackson FCCT (until November 2022)

Hannah Knowles FCCT (Chair of Education, Research and Journal Committee)

Stephen Munday HonFCCT CBE (President and Chair of Ethics Committee until November 2022, Chair of the Nominations Committee from November 2022)

Vivienne Porritt FCCT (Vice President and Chair of Remuneration Committee)

Marcus Richards FCCT FCPFA (Treasurer)

Nicola Rowe

Sufian Sadiq FCCT (Chair of Diversity and Inclusion Group)

Jon Searle MCCT (until November 2022)

Julia Skinner FCCT (until November 2022)

Anna Steele MCCT (until November 2022)

Aimée Tinkler (President-Elect from March 2023 and Chair of Membership Committee)

John Willis (Chair of Finance, Risk and Audit Committee)

The Nominations Committee, on behalf of the Council, reviews the skills and experience of the Council required to achieve our objectives and govern our activities, and appoints members to the Council as required and within the limits defined in the Bye laws.

The Council and committees meet regularly to govern the charity. In FY 22/23 the Council held four meetings. There is a framework of delegated authority

which outlines matters for decision by the Council. Matters not reserved for decision by the Council are delegated to one of its committees, the Chief Executive Officer (CEO) or the Chief Operating Officer (COO). The framework of delegated authority is updated annually or more frequently if required. At its meetings in 2022/23, the Council reviewed the charity's organisational strategy and performance, the annual business plan and budget, appointed a President-Elect, appointed the first Honorary Fellow and Honorary Member, and approved the Code of Professional Conduct.

The Chief Executive Officer is Professor Dame Alison Peacock who joined the Chartered College of Teaching in January 2017.

## Address

Pears Pavilion  
Coram Campus  
41 Brunswick Square  
London  
WC1N 1AZ

Telephone: 020 3433 7624

E-mail: [hello@chartered.college](mailto:hello@chartered.college)

Website: <https://chartered.college>

## Bankers

Metro Bank  
1 Southampton Row  
London  
WC1B 5HA

## Registered number

RC000128

## Registered charity number

313608

## Statement of responsibilities of members of Council

Members of Council are responsible 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).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charter Bye laws require the Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the Council is required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;

- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Council is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Charter and Bye laws. 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.

Approved by order of the Council on 3rd October 2023 and signed on its behalf by:



**Dr S Berryman FCCT CTeach (Leadership)**  
– President and Council Member



**M Richards FCCT FCPFA – Treasurer**  
and Council Member

# Report of the Independent Auditors to the Council of the Chartered College of Teaching

## Opinion

We have audited the financial statements of Chartered College of Teaching (the 'charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Council with respect to going concern are described in the relevant sections of this report.

## Other information

The Council Members are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion 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 such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. 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 in this regard.

## **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Council is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

## **Responsibilities of the Council**

As explained more fully in the Statement of the Council's Responsibilities, Council Members are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the Council determines 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, Council Members are responsible for assessing the charity'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 Council either intends to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

## **Our responsibilities for the audit of the financial statements**

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Due to the inherent limitations of an audit, there is a risk that we will not detect all irregularities even though the audit has been properly planned and performed in accordance with the ISAs (UK). The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of how the company is complying with these frameworks through discussions with management.
- We enquired with management whether there were any instances of non-compliance with laws and regulations or whether they had knowledge of actual or suspected fraud. These enquiries are corroborated through follow-up audit procedures including but not limited to a review of legal and professional costs, correspondence and a review of Council minutes.

- We assessed the susceptibility of the company's financial statements to material misstatement, including the risk of fraud and management override of controls. We designed our audit procedures to respond to this assessment, including the identification and testing of any related party transactions and the testing of journal transactions that arise from management estimates, that are determined to be of significant value or unusual in their nature.
- We assessed the appropriateness of the collective competence and capabilities of the engagement team, including consideration of the engagement team's knowledge and understanding of the industry in which the company operates in, and their practical experience through training and participation with audit engagements of a similar nature.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors.

Hopper Williams & Bell Limited is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

## Use of our report

This report is made solely to the Council, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's Council 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 Council as a body, for our audit work, for this report, or for the opinions we have formed.

Michaela Johns

.....

Hopper Williams & Bell Limited  
Statutory Auditor  
Highland House  
Mayflower Close  
Chandler's Ford  
Eastleigh  
Hampshire  
SO53 4AR

Date: 17 October 2023

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# Statement of Financial Activities for the Year Ended 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	176,768	36,519	213,287	196,870
<b>Charitable activities</b>	3				
Membership		1,326,562	-	1,326,562	1,101,773
CTEACH		40,238	-	40,238	97,944
Journal		46,872	-	46,872	23,550
Projects and Collaborations		117,850	276,719	394,569	135,284
General		3,531	-	3,531	26,557
CLEADER		7,938	-	7,938	197,054
Other Learning Programmes		(69)	-	(69)	101,500
Chartered Status Programmes		169,491	-	169,491	94,605
<b>Total</b>		<b>1,889,181</b>	<b>313,238</b>	<b>2,202,419</b>	<b>1,975,137</b>
<b>EXPENDITURE ON</b>					
<b>Charitable activities</b>	4				
Membership		125,607	-	125,607	103,989
CTEACH		18,003	-	18,003	20,394
Journal		186,980	-	186,980	168,534
Projects and Collaborations		63,524	-	63,524	73,835
General		1,622,921	-	1,622,921	1,626,405
Specific restricted grants		-	112,756	112,756	57,783
CLEADER		6,587	-	6,587	31,733
Other Learning Programmes		-	-	-	24,468
Chartered Status Programmes		6,727	-	6,727	-
Research		-	-	-	600
Certificate in Evidence-Informed Practice		2,550	-	2,550	440
<b>Total</b>		<b>2,032,899</b>	<b>112,756</b>	<b>2,145,655</b>	<b>2,108,181</b>
<b>NET INCOME/(EXPENDITURE)</b>		<b>(143,718)</b>	<b>200,482</b>	<b>56,764</b>	<b>(133,044)</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		487,880	105,023	592,903	725,947
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>344,162</b>	<b>305,505</b>	<b>649,667</b>	<b>592,903</b>

## Balance Sheet 31 March 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>FIXED ASSETS</b>					
Intangible assets	9	30,710	-	30,710	38,572
Tangible assets	10	4,478	-	4,478	6,692
		<b>35,188</b>	<b>-</b>	<b>35,188</b>	45,264
<b>CURRENT ASSETS</b>					
Debtors	11	104,534	-	104,534	253,920
Cash at bank		913,837	305,505	1,219,342	938,638
		<b>1,018,371</b>	<b>305,505</b>	<b>1,323,876</b>	1,192,558
<b>CREDITORS</b>					
Amounts falling due within one year	12	(709,397)	-	(709,397)	(644,919)
		<b>308,974</b>	<b>305,505</b>	<b>614,479</b>	547,639
<b>NET CURRENT ASSETS</b>					
<b>TOTAL ASSETS LESS CURRENT</b>					
<b>LIABILITIES</b>					
		<b>344,162</b>	<b>305,505</b>	<b>649,667</b>	592,903
<b>NET ASSETS</b>					
		<b>344,162</b>	<b>305,505</b>	<b>649,667</b>	592,903
<b>FUNDS</b>					
Unrestricted funds	14			344,162	487,880
Restricted funds				305,505	105,023
<b>TOTAL FUNDS</b>				<b>649,667</b>	592,903

The financial statements were approved by the Council and authorised for issue on 3rd October 2023 and were signed on its behalf by:



**Dr S Berryman FCCT CTeach (Leadership) – President and Council Member**



**M Richards FCCT FCPFA - Treasurer and Council Member**



## Cash Flow Statement for the Year Ended 31 March 2023

	Notes	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	1	<b>282,355</b>	(239,463)
Net cash provided by/(used in) operating activities		<b>282,355</b>	(239,463)
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		<b>(1,651)</b>	(2,969)
Net cash used in investing activities		<b>(1,651)</b>	(2,696)
<b>Change in cash and cash equivalents in the reporting period</b>		<b>280,704</b>	(242,432)
<b>Cash and cash equivalents at the beginning of the reporting period</b>		<b>938,638</b>	1,181,070
<b>Cash and cash equivalents at the end of the reporting period</b>		<b>1,219,342</b>	938,638

## Notes to the Cash Flow Statement for the Year Ended 31 March 2023

### 1. Reconciliation of net expenditure to net cash flow from operating activities

	2023 £	2022 £
<b>Net expenditure for the reporting period (as per the Statement of Financial Activities)</b>	<b>56,764</b>	(133,044)
<b>Adjustments for:</b>		
Depreciation charges	<b>11,727</b>	12,203
Decrease in debtors	<b>149,386</b>	24,437
Increase/(Decrease) in creditors	<b>64,478</b>	(143,059)
<b>Net cash provided by/(used in) operations</b>	<b>282,355</b>	(239,463)

### 2. Analysis of changes in net funds

	At 1.4.22 £	Cash flow £	At 31.3.23 £
<b>Net cash</b>	<b>938,638</b>	<b>280,704</b>	<b>1,219,342</b>
Cash at bank	<b>938,638</b>	<b>280,704</b>	<b>1,219,342</b>
<b>Total</b>	<b>938,638</b>	<b>280,704</b>	<b>1,219,342</b>

# Notes to the Financial Statements for the Year Ended 31 March 2023

## 1. Accounting policies

### Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Grants are included in the statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

### Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

### Intangible assets and amortisation

Intangible assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

MyCollege Platform – 12.5% straight line

### Tangible fixed assets

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible

fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following basis:

Office Equipment – 20% straight line

### **Taxation**

The charity is exempt from tax on its charitable activities.

### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the Council.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

### **Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

### **Liabilities and provisions**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probably that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the statement of financial activities as a finance cost.

### **Pensions**

The charity operates a defined benefits pension scheme and the pension charge is based on a full actuarial valuation dated 2 December 2018. This scheme was closed to new entrants from 31 December 2021.

The charity operates a NEST defined contribution pension scheme. Contributions payable to the Charity's pension scheme are charged to profit or loss in the period to which they relate.

## **2. Donations and legacies**

	2023 £	2022
Donations	76,769	3,359
Grants	136,518	193,511
	<b>213,287</b>	<b>196,870</b>

### 3. Income from charitable activities

		2023 £	2022 £
	Activity		
Charitable income	Membership	<b>1,326,562</b>	1,101,773
Charitable income	CTEACH	<b>40,238</b>	97,944
Charitable income	Journal	<b>46,872</b>	23,550
Charitable income	Projects and Collaborations	<b>394,569</b>	135,284
Charitable income	General	<b>3,531</b>	26,557
Charitable income	CLEADER	<b>7,938</b>	197,054
Charitable income	Other Learning Programmes	<b>(69)</b>	101,500
Charitable income	Chartered Status Programmes	<b>169,491</b>	94,605
		<b>1,989,132</b>	1,778,267

### 4. Charitable activities costs

	Direct Costs £
Membership	<b>125,607</b>
CTEACH	<b>18,003</b>
Journal	<b>186,980</b>
Projects and Collaborations	<b>63,524</b>
General	<b>1,622,921</b>
Specific restricted grants	<b>112,756</b>
CLEADER	<b>6,587</b>
Other Learning Programmes	<b>6,727</b>
Certificate in Evidence-Informed Practice	<b>2,550</b>
	<b>2,145,655</b>

### 5. Council Members' remuneration and benefits

During the year ended 31 March 2023, remuneration totalling £435 was paid directly to 1 Council Member (2022: £300 to 1 Council Member).

#### Council Members' expenses

During the year ended 31 March 2023, expenses totalling £878 were reimbursed or paid directly to 7 Council Members (2022: £525 to 6 Council Members).

## 6. Staff costs

	2023 £	2022 £
Wages and salaries	1,242,293	1,225,551
Social security costs	149,784	135,361
Contribution to pension schemes	100,422	101,549
	<b>1,492,499</b>	<b>1,462,461</b>

The number of employees whose employee benefits (excluding pension costs) exceeded £60,000 was:

	2023	2022
In the band £60,001-£70,000	-	1
In the band £70,001-£80,000	1	-
In the band £80,001-£90,000	2	1
In the band £90,001-£100,000	-	-
In the band £140,001-£150,000	1	1

The total key management personnel remuneration benefits for the year was £504,781 (2022: £448,558)

The average number of persons employed by the charity during the year was as follows:

2023	2022
30	29

## 7. Comparatives for the statement of financial activities

	Unrestricted funds £	Restricted funds £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	101,233	95,637	196,870
<b>Charitable activities</b>			
Membership	1,101,773	-	1,101,773
CTEACH	97,944	-	97,944
Journal	23,550	-	23,550
Projects and Collaborations	127,284	8,000	135,284
General	26,557	-	26,557
CLEADER	197,054	-	197,054
Other Learning Programmes	101,500	-	101,500
Chartered Status Programmes	14,605	80,000	94,605
<b>Total</b>	<b>1,791,500</b>	<b>183,637</b>	<b>1,975,137</b>

	Unrestricted funds £	Restricted funds £	Total funds £
<b>EXPENDITURE ON</b>			
<b>Charitable activities</b>			
Membership	103,989	-	103,989
CTEACH	20,394	-	20,394
Journal	168,534	-	168,534
Projects and Collaborations	73,835	-	73,835
General	1,626,405	-	1,626,405
Specific restricted grants	-	57,783	57,783
CLEADER	31,733	-	31,733
Other Learning Programmes	24,468	-	24,468
Research	600	-	600
Certificate in Evidence-Informed Practice	440	-	440
<b>Total</b>	<b>2,050,398</b>	<b>57,783</b>	<b>2,108,181</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>(258,898)</b>	<b>125,854</b>	<b>(133,044)</b>
<b>Transfers between funds</b>	<b>26,206</b>	<b>(26,206)</b>	<b>-</b>
<b>Net movement in funds</b>	<b>(232,692)</b>	<b>99,648</b>	<b>(133,044)</b>
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	<b>720,571</b>	<b>5,376</b>	<b>725,947</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>487,879</b>	<b>105,024</b>	<b>592,903</b>

## 8. Governance costs

	<b>2023</b> £	2022 £
Auditors remuneration	<b>18,081</b>	11,300
Council elections	-	6,640
Other	<b>750</b>	165
Royal Charter direct costs	-	4,920
Travel and hospitality	<b>735</b>	396
	<b>19,566</b>	23,421

## 9. Intangible fixed assets

	Computer software £
<b>COST</b>	
At 1 April 2022 and 31 March 2023	<b>62,900</b>
<b>AMORTISATION</b>	
At 1 April 2022	<b>24,328</b>
Charge for year	<b>7,862</b>
At 31 March 2023	<b>32,190</b>
<b>NET BOOK VALUE</b>	
At 31 March 2023	<b>30,710</b>
At 31 March 2022	38,572

## 10. Tangible fixed assets

	Office equipment £
<b>COST</b>	
At 1 April 2022	<b>38,007</b>
Additions	<b>1,651</b>
At 31 March 2023	<b>39,658</b>
<b>DEPRECIATION</b>	
At 1 April 2022	<b>31,315</b>
Charge for year	<b>3,865</b>
At 31 March 2023	<b>35,180</b>
<b>NET BOOK VALUE</b>	
At 31 March 2023	<b>4,478</b>
At 31 March 2022	6,692

## 11. Debtors: Amounts falling due within one year

	2023 £	2022 £
Trade debtors	<b>70,272</b>	211,999
Other debtors	<b>2,139</b>	2,139
VAT	<b>1,637</b>	15,014
Prepayments and accrued income	<b>30,486</b>	24,768
	<b>104,534</b>	253,920

## 12. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	104,541	30,782
Other creditors	604,856	614,137
	<b>709,397</b>	<b>644,919</b>

Deferred income represents the apportionment of membership subscriptions and grants received to accounting periods to which they relate.

## 13. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2023 £	2022 £
Within one year	-	25,668

## 14. Movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
<b>Unrestricted funds</b>			
General fund	482,736	(143,718)	339,018
Designated fund	5,144	-	5,144
	<b>487,880</b>	<b>(143,718)</b>	<b>344,162</b>
<b>Restricted funds</b>			
Helen Hamlyn Foundation	-	190,091	190,091
Mercers Charitable Foundation	80,000	11,168	91,168
Early Childhood Hub	5,773	4,179	9,952
BUPA Foundation	19,250	(9,310)	9,940
The Association for Child and Adolescent Mental Health	-	4,354	4,354
	<b>105,023</b>	<b>200,482</b>	<b>305,505</b>
<b>Total funds</b>	<b>592,903</b>	<b>56,764</b>	<b>649,667</b>



Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,889,181	(2,032,899)	(143,718)
<b>Restricted funds</b>			
Helen Hamlyn Foundation	190,091	-	190,091
Mercers Charitable Foundation	69,962	(58,794)	11,168
Early Childhood Hub	36,518	(32,339)	4,179
BUPA Foundation	1	(9,311)	(9,310)
The Association for Child and Adolescent Mental Health	16,666	(12,312)	4,354
	313,238	(112,756)	200,482
<b>Total funds</b>	<b>2,202,419</b>	<b>(2,145,655)</b>	<b>56,764</b>

### Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
<b>Unrestricted funds</b>				
General fund	715,427	(258,897)	26,206	482,736
Designated fund	5,144	-	-	5,144
	720,571	(258,897)	26,206	487,880
<b>Restricted funds</b>				
Mercers Charitable Foundation	-	80,000	-	80,000
Education Development Trust Early Years	-	(1,359)	1,359	-
Wellcome Journal Club	5,376	22,189	(27,565)	-
Early Childhood Hub	-	5,773	-	5,773
BUPA Foundation	-	19,250	-	19,250
	5,376	125,853	(26,206)	105,023
<b>Total funds</b>	<b>725,947</b>	<b>(133,044)</b>	<b>-</b>	<b>592,903</b>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	1,791,500	(2,050,397)	(258,897)
<b>Restricted funds</b>			
Mercers Charitable Foundation	80,000	-	80,000
Education Development Trust Early Years	-	(1,359)	(1,359)
Wellcome Journal Club	43,655	(21,446)	22,189
EdTech Demonstrator	8,000	(8,000)	-
Early Childhood Hub	13,482	(7,709)	5,773
BUPA Foundation	20,000	(750)	19,250
Paul Hamlyn - decolonising & diversifying the curriculum	18,500	(18,500)	-
	183,637	(57,784)	125,853
<b>Total funds</b>	<b>1,975,137</b>	<b>(2,108,181)</b>	<b>(133,044)</b>

**Designated Funds**

Relates to an award fund for scholarship grants, research fellowships and prizes in such ways as the Council thinks fit

**Helen Hamlyn Foundation**

Working collaboratively with schools to identify, plan and implement curriculum development

**Mercers' Charitable Foundation**

Designing and piloting of a Chartered Teacher programme for school leaders

**Early Childhood Hub**

Collaborate on high-quality Early Years practitioner support, specialist training and professional development resources to support the educational professional community, in both written form and video

**BUPA Foundation**

Production of a series of bitesize online learning sessions for teachers, focused on key topics around supporting pupils' mental health, including bereavement, trauma, social media use, sleep and more

**The Association for Child and Adolescent Mental Health**

Production of a series of ten webinars and accompanying resources focused on different aspects of supporting pupil mental health, including bereavement, trauma, social media use, sleep and more

**Education Development Trust Early Years**

Development of a training module for practitioners and membership of the Chartered College of Teaching

**Wellcome Journal Club**

Testing how journal clubs can be adapted from healthcare for education through establishing ten Science Teacher Journal Clubs

**EdTech Demonstrator**

Provision of comms and dissemination support to LGFL and the Education Foundation in their delivery of the DfE's edtech demonstrator project

**Paul Hamlyn - decolonising & diversifying the curriculum**

Develop a series of six bitesize online learning modules to support teachers with re-colonising and diversifying the curriculum, including interactive resources, written content and videos

## 15. Employee benefit obligations

The charity's employees belong to two pension schemes. The charity's primary pension scheme is NEST, a multiple-employer defined benefit scheme. One of the charity's employees also belongs to the Teachers' Pension Scheme for England and Wales (TPS), a multiple-employer benefit scheme. The last actuarial valuation of the TPS related to the period 31 March 2016.

Contributions amounting to £nil were payable to the schemes at 31 March 2023 (2022: £NIL).

**Teachers' Pension Scheme**

The Teachers' Pension Scheme (TPS) is a statutory, contributory, defined benefit scheme, governed by the Teachers' Pension Scheme Regulations 2014. Membership is automatic for full-time teachers in academies and, from 1 January 2007, automatic for teachers in part-time employment following appointment or a change of contract, although they are able to opt out.

The TPS is an unfunded scheme and members contribute on a 'pay as you go' basis – these contributions along with those made by employers are credited to the Exchequer. Retirement and other pension benefits are paid by public funds provided by Parliament.

**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 costs 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 2024.

The employer's pension costs paid to TPS in the year amounted to £Nil (2022: £10,400).

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

Under the definitions set out in FR102, the TPS is an unfunded multi-employer pension scheme. The charity has accounted for its contributions to the scheme as if it were a defined contribution scheme.

The final contribution for an employee to the TPS was made in December 2021. There are no current employees in the scheme and the scheme is closed to new entrants.

## **16. Related party disclosures**

There were no related party transactions, other than those stated in note 6 above, for the year ended 31 March 2023 (2022: Nil).

There were no related party balances owed or owing for the year ended 31 March 2023 (2022: none).

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