



# REPORT AND ACCOUNTS

1 APRIL 2021 – 31 MARCH 2022

**AT NO TIME HAS  
APPROPRIATE  
EDUCATION AND  
TRAINING BEEN  
MORE IMPORTANT**



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**Registered Office:** 1 Lowes Lane Business Park, Lowes Lane, Wellesbourne, Warwickshire CV35 9RB

Registered in England and Wales

**Charity Registration Number:** 1048816

**Company Registration Number:** 03090774

Education for Health is a company limited by guarantee

# MESSAGE FROM OUR CHAIRMAN

## EDUCATION FOR HEALTH CHAIR'S REPORT 2021-22

**2021 was a remarkable year, as the Covid 19 pandemic continued, an unprecedented global vaccination effort was undertaken to arrest it effects.**

Despite this it remained a formidable challenge to deliver routine healthcare and with this the ongoing education and training that clinicians need. It is right to acknowledge the extraordinary effort of the team at Education for Health, led by Linda Edwards, who evolved offerings to support the covid effort and healthcare professionals seeking to continue learning. This was achieved by providing the education and skilling people needed in ways most easily accessible to those on the front line of the NHS, by virtual training and short bite size learning.

We acknowledge the core team, our associates, volunteers and partnering organisations who have made this happen. We recognised the agility of approach was exactly what was required to enable people to access training and achieve qualifications. This interactive blended online training makes our accredited and nonaccredited materials accessible to people when they were in a position to study.

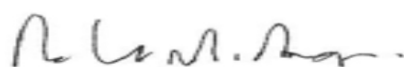
We note, in particular the University of Hertfordshire which has been an excellent partner as we consolidate the online offerings and seek to bring new post graduate offerings with an expanding new portfolio of Postgraduate Certificates and Diplomas. These deliver the dual purpose of providing recognised qualifications and disease specific training, to underpin evidence based practice, supporting the care of people with long term conditions.

From a business perspective the degree of uncertainty and change within the field in which we operate and the world in general has led us to fundamentally review our operating model;

this resulted in organisational changes to ensure financial stability for the charity going forward. This, as with the reformulating of the educational offering was a radical process, we thank everyone involved for their endeavour and service to Education for Health and the people we seek to serve.

**As the charity looks forward, we recognise the mammoth task facing the NHS in remobilising as it seeks to re-establish guideline quality care.**

There is a reality that what we have to offer has never been more needed as the NHS needs to support and skill its work force across all care sectors. We are also mindful of the needs of the non-regulated sector. Our courses are relevant whether it is skilling hospital teams in for example non-invasive ventilation or community diagnostic centre staff to deliver key diagnostic test such as spirometry. Across the long term conditions spectrum whether diabetes, cardiac or respiratory and associated co morbidities, we are committed to aid the remobilisation of services and to enable professionals to have the qualifications and skills to deliver high quality care and the best outcomes for people with these conditions.



**Dr Robert Angus,**  
Chairman

March 2022

# 2021-22 A YEAR IN VIEW:

## ACTIVITIES, ACHIEVEMENTS AND IMPACT



**157**  
COURSES  
DELIVERED



**£227,185**  
BURSARIES AWARDED  
TO LEARNERS



**1,818**  
HEALTHCARE  
PROFESSIONALS  
COMPLETED OUR  
COURSES

## OUR PEOPLE



The Chief Executive, Dr Linda Edwards, is supported by an Executive Team comprising, Deputy Chief Executive, Becky Harkcom; Director of Partnerships and Customer Experience, Adam Smith; Director of Learning Design and Quality, Ann Saxon; Associate Director of the Marketing and Intelligence Hub, Sarah Brighton (until December 2021) and Stephen Ryan, Director of Innovations (until February 2022).

The organisation comprises of a core staff of 21 supported by a team of clinical and elearning design associates. Together we provide high quality education and training. We are also privileged to work with volunteers from time to time, who add a further dimension to our work.

# OBJECTIVES AND ACTIVITIES:

## VISION, PURPOSE, OBJECTS AND AIMS

**Our vision is a world where people with Long Term Conditions have access to the help and support they need to live healthy and fulfilling lives.**

**We have 3 ambitions and 3 enablers, which will assist us to achieve our mission over the next 3 years.**

**The Charity's objectives are:**

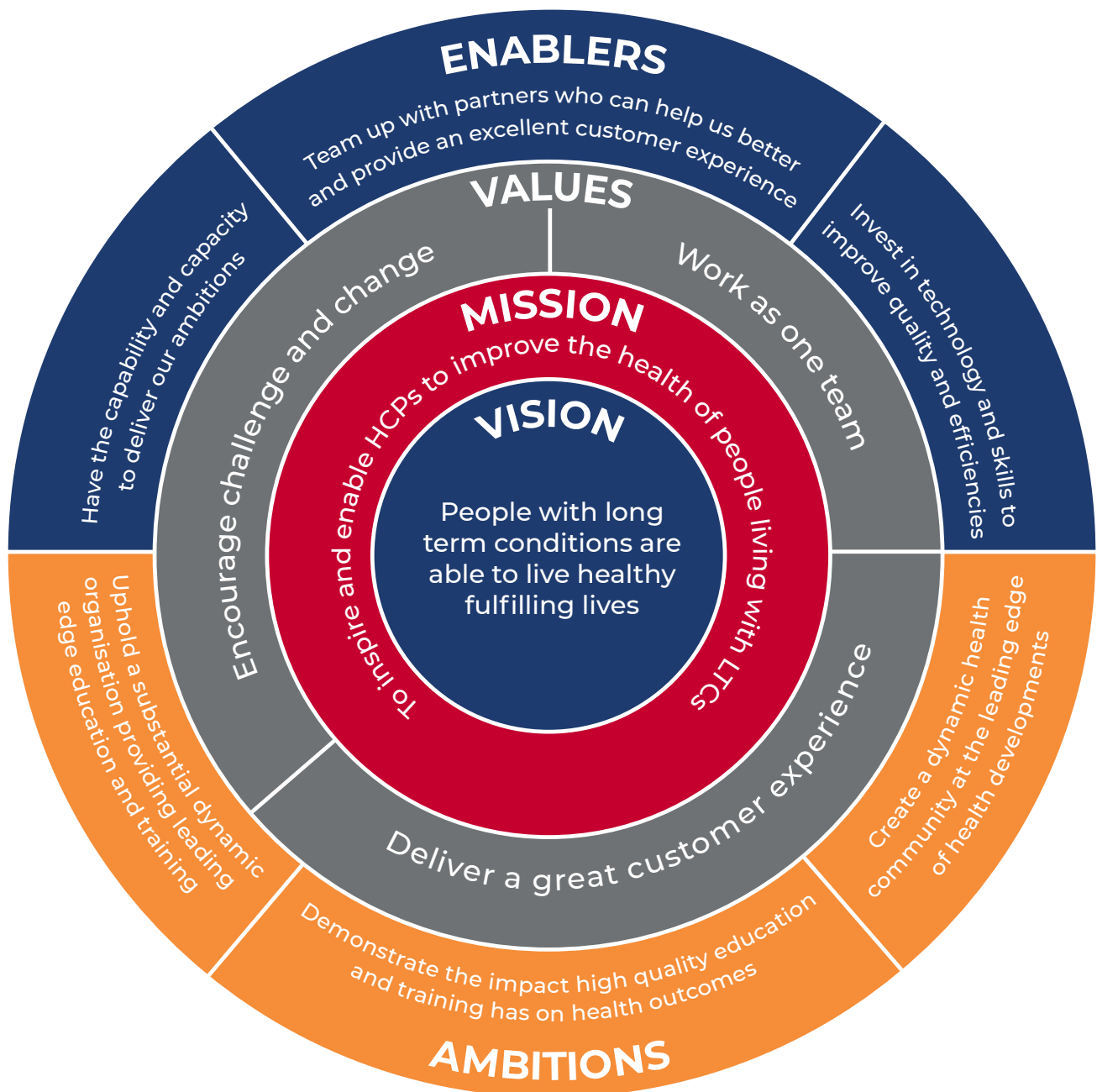
**1. To promote the health and wellbeing** of the general public through the provision of education to those who can influence others, including patients and the public, in such areas as the trustees of the Charity may at their absolute discretion from time to time determine;

**2. For the public benefit,** to relieve sickness through the promotion of preventative measures, and the provision of excellence in care, treatment and management of disease, and the carrying out of research into such diseases as the trustees of the Charity may at their absolute discretion from time to time determine;

**3. The furtherance and pursuance of** charitable purposes which are exclusively charitable according to the laws of England and Wales as the trustees of the Charity may at their absolute discretion from time to time determine.



# OUR VISION AMBITIONS AND ENABLERS



# OVERVIEW OF OUR ACTIVITIES

## ACHIEVEMENTS AND IMPACT

### What we intended to do in 2021/22

- 1 Grow our market share**  
Our focus is to raise the awareness of the breadth of experience of Education for Health and its applications to all healthcare professionals, to support NHS priorities including disease prevention, mental health, obesity and diabetes.
- 2 Build multiple income streams**  
The majority of our sales comes from direct sales through our website or partnerships with commissioners. We have now developed a subscription model to enable access and discussion in specialist areas. A further income stream will be created in 2021 with the launch of our primary care profiling tools.
- 3 Deliver professional, high quality supported learning**  
A quality assurance project will be completed in 2021 allowing quality measures to be embedded within our learning material and support services.
- 4 Stay ahead of the competition**  
The creation of a marketing intelligence library will help enable our unique offerings to stay ahead of the competition.
- 5 Improving Health Outcomes**  
Our newly developed primary care profiling tools are designed to enable practices to target the people most in need.

### What we achieved in 2021/22

The ongoing impact of the pandemic, catalysed our shift to;

- **We developed an Interactive** Blended Online Learning (IBOL) model to deliver our portfolio which includes live dedicated support sessions to enable shared learning and individual support.
- **We created a Covid 19 online** resource centre focused on providing the latest information, guidance and expert support. This enabled healthcare professionals to have access to the emerging learning in real time and supported the national vaccination programme.
- **We temporarily downsized** our infrastructure and refocused our portfolio on respiratory conditions with a plan to open this up as soon as the health market began to stabilise.
- **We created and delivered** a new Higher Education Certificate level programme in partnership with NHS England, designed to support healthcare assistants to make the transition into Nursing Associates.
- **We commence a programme** of automation and streamlining to increase efficiencies and create a high quality customer experience.
- **We worked with pharmaceutical industry partners**, Chiesi to provide bursaries for healthcare professionals to access the knowledge and know how they needed.
- **We wrote clinical content** and delivered a range of specialist Learn and Lunch sessions for partner organisations.
- **We launched our Learning Academy** with a series of live webinars. The Learning Academy provides continual professional development opportunities for Healthcare professionals from 'one off' webinars in specialist areas through to (CPD) accredited courses.

# ACHIEVEMENTS AND PERFORMANCE

## FINANCIAL PERFORMANCE SUMMARY

£'000	Income	Expenditure	Operating result	Net Exceptional income 2019/20 and government grant 2020/21	Investment gains/(losses)	Net Movement
2021/22	1,315	(1,748)	(433)	-	114	(318)
2020/21	988	(1,662)	(674)	149	405	(119)
Movement	327	(86)	241	(149)	(291)	(199)

## FINANCIAL RESULTS FOR THE YEAR

Income for the year of £1,315k is 33% higher than the previous year (excluding government grant) demonstrating the slow upturn in demand resulting from our adaption of portfolio content and delivery method to meet the changing needs of healthcare professionals. Both years results have been directly impact by Covid-19

Our operating loss and relatively poor investment performance has led to reduction in reserves of £318k, thus in autumn 2021 we underwent a

programme of organisation change which will lead to an ongoing future reduction in our fixed cost to support the charity's sustainability.

Investments fell in value during the year by £14k as a result of global political uncertainty , realised gains of £129k were secured in 2021/22 compared to total unrealised and realised gains of £405k achieved in 2020/21.

## DESIGNATED RESERVES

Our £0.53m designated reserves are made up of:

**1. The designated development** fund of £0.15m, is used to fund and support our strategic initiatives.

**2. The operating fund** of £0.257m reflects our moral obligation to support our existing learners to complete their studies, the reduction from last year reflects the teach out of the undergraduate programme and the change in our business model.

**3. £0.123m being fixed assets** not readily convertible to cash.

## RESERVES POLICY

As part of the 2021/22 budget setting process, our Finance, Audit and Risk Committee reviewed Education for Health's Reserves Policy. It was confirmed that the policy agreed previously was still valid and that Education for Health maintained free reserves:

- To provide a sustainable and appropriate level of working capital
- To allow for period of unexpected drops of planned income

- To cope with sudden short term increases in planned expenditure
- To provide cover for other risks, contingencies or unforeseen events.

As a result, a target free reserve of £1m was agreed.

At 31 March 2022, unrestricted free reserves of the group, excluding designated reserves, amounted to £0.896m, calculated as follows:

	Group £'000
Total funds	1,427
Less restricted funds	–
Less designated reserve	(531)
Free reserves	896

## LOOKING FORWARD

**We operate in an environment of constant change. The NHS and wider health and care system have been under extreme pressure since the start of the Covid pandemic.**

Health and care professionals have never experienced such unrelenting pressure; add to this the planned Javid review and we have a system in turmoil. At no time has appropriate education and training been more important, however in general there will be less time for traditional programmes. Access to easily digestible education and training will be paramount during this period, providing

people with access to the vital knowledge and know how to enable them to practice safely. We will diversify and flex our intellectual property to provide learning in ways pertinent to the needs of healthcare professionals throughout this period and beyond.

## GOING CONCERN

**The impact of Covid 19 continued to cause uncertainty within the wider environment.**

Winter pressures combined with reduced staff numbers led to some staff being unable to be released for training courses. Leading to a growth of licenses purchased but unable to convert to income, which commences when the learner starts their course.

In Autumn 2021 a programme of reorganisation was launched to increase our financial stability and to ensure the longevity of the charity to support our beneficiaries

The aim of the reorganisation structure was to reduce our fixed cost base, and provide the capabilities to deliver our strategic direction and the changes made to our delivery model in 2020/21.

The Trustees continue to closely monitor the financial position of the charity, to ensure that there is sufficient cash to support the financial and moral obligations of the charity in the foreseeable future.

Cash has been maximised and remains stable by:

- **The renegotiation with suppliers payment terms**
- **Focus on debtor management**
- **Support of CBIL received April 2021**

- **Short term real savings through the temporary closure of the office, reduced travel, and operating costs**
- **A change in our business model enabling a reduction in the fixed costs, some of which move to the variable line**
- **More flexible offerings for commissioners in the form of licences**
- **Close monitoring of the value of our investments to ensure the longer-term cash requirements can be met**

In April 2022 the Board of Trustees approved a budget which reflects these changes. The budget forecasts that a break-even position will result in 2022/23 reflecting a small increase in sales of our core and partnership products, and reduced costs.

Overarching objectives until 2025 have been agreed, setting plans for a continued growth in income.

With our revised business model and business plans in place, the Board has reviewed the financial sustainability of the group and are of the opinion that Education for Health will continue to have adequate resources and is a going concern.

## INVESTMENT POLICY AND PERFORMANCE

**Education for Health seeks to produce the best financial return within an acceptable level of risk. On behalf of the Board, the Finance, Audit and Risk Committee monitors the activities and performance of the investment managers EFG Harris ALLday who were appointed in May 2021. Our investment policy states:**

- **The long-term investment objective is to produce a level of return in excess of inflation.**
- **The short-term investment objective is to produce sufficient income to support the**

**ongoing activities of Education for Health. A target income is agreed with the investment manager on an annual basis to enable effective budgeting.**

- Investment assets being held as reserves define our attitude to risk; thus, a maximum of 10% of the portfolio can be invested in property and hedge funds (assets that cannot be available to meet unanticipated cash flow requirements within five days of demand).
- The Charity's assets can be invested widely and is diversified by asset class, and by security. Asset classes could include cash, bonds, equities, property, hedge funds, structured products, private equity, commodities and any other asset that is deemed suitable for the Charity. The Finance, Audit and Risk Committee is charged with agreeing a suitable asset allocation strategy for the invested reserves with the investment manager.
- The base currency of the investment portfolio is Sterling. Investment may be made in non-Sterling assets. Hedge funds are permitted, not exceeding 5% of the total value of the portfolio.
- The Charity's cash balances should be deposited with institutions with a minimum rating of A- or invested in a diversified money market fund.
- The Charity has adopted an ethical investment policy to ensure that its investments do not conflict with its aims and objectives. A company that generates revenues from the cultivation of tobacco or the manufacture of tobacco products is deemed to conflict with the Charity's aims and objectives. The policy therefore precludes:
  - Direct investment in a Tobacco Company.
  - Indirect investment in a Tobacco Company through investment in any investment fund (but not an index tracker fund) which itself invests in a Tobacco Company.

The Charity monitors investment performances against predetermined criteria and benchmarks. There is currently considerable uncertainty within the markets, as a result of geopolitical factors. This resulted in unrealised losses in the year of £14k (2020/21 gain for the year £255k). Realised gains of £129k were secured in the year compared with £150k in 2020/21. Investment income of £56k (2020/21 £75k) was received.

## RISK

### Education for Health has defined its strategic risks as those matters which could inhibit the achievement of our charitable objects.

A dynamic process is in place that allows the Board, Senior Leadership Team and all staff to identify events or actions, which may adversely affect the achievement of our strategy.

Once identified, appropriate systems and procedures are put in place to mitigate the risks. The Senior Leadership Team, which equates to our Executive Team, reviews the risks regularly, whilst the Board reviews the risk register at Finance, Audit and Risk Committee and Board Meetings in order to monitor progress made in mitigating the risks.

The major risks identified relate to the long term financial sustainability of the charity:

**1. Dependency on** a limited number of income sources

**2. Ability of reserves** to support the charity in the long term

**3. Increased risk** from cyber security attacks

**4. The uncertainty** around current trading conditions, due to the pandemic.

We are working closely with third party advisers to minimise the risk of security attacks and to ensure their impact is reduced, should it happen.

We continue to closely monitor the market needs to ensure we are able to provide a flexible response to the currently unknown future conditions.

The Board of Trustees is satisfied that reasonable steps are being taken to limit the probability and impact of these risks.

# STRUCTURE AND BOARD

**Education for Health is a Company Limited by Guarantee and a Charity registered with the Charity Commission. The Charity is regulated by its Memorandum and Articles of Association adopted on 30 July 1995 and last amended on 27 September 2016.**

The Board of Trustees (who are also Directors) are responsible for the overall governance of the Charity. The Articles specify that there are to be a minimum of five Trustees but no maximum is specified. Trustees are expected to attend a Strategic Planning Day each year where, with the Executive Team, the long-term aims of the Charity are developed. In addition to the Annual General Meeting, the Board meets four times per annum when Trustees review the Charity's performance, future operating plans and budgets. Extraordinary Board Meetings are also held as required. Meetings are sometimes convened via a teleconference call, to enable wider participation. The Board, Chief Executive and Senior Leadership Team are also involved in a joint annual strategic planning event.

There are two formal sub-committees of the Board of Trustees which are accountable to the Board; the Finance, Audit and Risk Committee and the Nominations Committee. Each committee has its own Terms of Reference and reports to the full Board.

The purpose of the Nominations Committee is:-

- **to assist the Board in fulfilling its responsibilities by assessing, screening and nominating suitable and capable candidates to serve on the Board**
- **to make recommendations on the composition of the Board related to skill mix**
- **to oversee Trustee induction and developing and recommending to the Board performance measures to assess Board effectiveness.**

## **BOARD INDUCTION**

The appointment of new Trustees follows advertisements placed with specialist bodies and stakeholders. Applicants are shortlisted against agreed criteria and interviews carried out by a representative panel of Trustees of the Charity. The preferred candidate is invited to join the Board subject to approval by the full Trustee Board and formal vetting. New Trustees are offered an induction and encouraged to become involved in the Charity's activities and sub-committees.

## **MANAGEMENT**

The Board delegates the power in connection with the day-to-day management and administration of the Charity to the Chief Executive. Performance and risk is measured against strategic objectives, with regular reporting to the Board, so that decisions made under delegated power can be ratified by the full Board. The Chief Executive is responsible for the day-to-day management of the Charity's affairs and for implementing policies agreed by the Board.

## **REMUNERATION**

The remuneration and rewards policy aims to pay all staff fairly and in a way that ensures we attract and retain the right skills to have the greatest impact on delivering the Charity's objectives. The Board of Trustees determines the salary of the Chief Executive. The Chief Executive recommends salary increases for the Senior Leadership team of the Charity for Board approval. Pay awards are made after taking into account Retail Price Index, the performance of the Charity and the extent to which its objectives have been achieved, and the contribution of the individual to achieving the Charity's objectives, which is measured through the annual appraisal process. All salaries are

benchmarked against comparable roles in similar sectors.

For other staff, the Board of Trustees have delegated responsibility to the Internal Remuneration Committee to:

- **Administer the Charity's system of staff remuneration including: pay, pensions and any additional benefits in adherence with the Remuneration Policy and in line with the values of the Charity**
- **Review the recommendations for annual staff pay increases, which are then ratified by the Trustees as part of the budget process**
- **Ensure that the remuneration offered works both to reward staff for their performance, but also takes into account the affordability to the Charity**
- **Ensure that pay levels correspond with other policies the Charity has, such as the risk policy, and are aligned to the strategic aims**
- **Review salaries of staff against relevant benchmarks**
- **Consider the need for an independent evaluation of pay levels at least every five years so that Trustees are clear what is happening to salaries in this and other sectors**
- **Be aware of major changes in employee benefits, including pay, pensions and other rewards and make recommendations to amend the Remuneration Policy based on these changes**
- **Ensure the Policy is applied consistently across the Charity.**

Purpose of the Finance, Risk and Audit Committee is to support Trustees in meeting their responsibilities for risk management, internal controls and efficient and effective use of funds.

The Charity has the following subsidiaries:- Education for Health Trading Limited (100% owned), National Respiratory Training Centre Limited (100% owned) dormant since its incorporation, and Respiratory Education UK (100% owned). All subsidiaries were dormant during 2020/21.

We have two Patrons. Mrs Greta Barnes MBE, the Founder of our Charity, and Baroness Julia Cumberlege CBE, DL.

## TRUSTEES' RESPONSIBILITIES

The Trustees (also Directors of Education for Health for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charitable company and the Group and of the incoming resources and application of resources, including the income and expenditure, of the Group for that period. In preparing these financial statements, the Trustees are required to:-

1. **Select suitable** accounting policies and then apply them consistently
2. **Observe the** methods and principles in the Charities SORP
3. **Make judgements** and estimates that are reasonable and prudent
4. **Prepare the** financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business

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

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

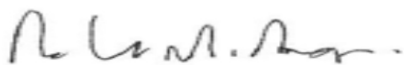
## AUDITORS

The Directors resolved that Dains Audit Limited be reappointed as auditors.

# STATEMENT AS TO THE DISCLOSURE OF INFORMATION TO AUDITORS

The Directors who were in office on the date of approval of these financial statements have confirmed, as far as they are aware, that there is no relevant audit information of which the Auditors are unaware. Each of the Directors has confirmed that they have taken all the steps that they ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that it has been communicated to the Auditors.

Approved by the Board on 1st November 2022 and signed on its behalf by:



**Robert Angus**

Director/Chairman, the Board of Trustees

# INDEPENDENT AUDITOR'S REPORT

## TO THE MEMBERS OF EDUCATION FOR HEALTH

### OPINION

We have audited the financial statements of Education for Health (the 'charitable company') and its subsidiary undertakings (the 'group') for the year ended 31 March 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance Sheet, the Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- **give a true and fair view of the state of the group and charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, 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 Companies Act 2006.**

### 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and charitable company 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 trustees' 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 group and charitable company'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 trustees with respect to going concern are described in the relevant sections of this report.

### OTHER INFORMATION

The other information comprises the information included in the Annual Report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the Annual Report. 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.

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 course of 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.

## OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- **the information given in the Trustees' Report, which includes the Directors' Report and the Strategic Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and**
- **the Directors' Report and the Strategic Report included within the Trustees' Report have been prepared in accordance with applicable legal requirements.**

## MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the group and charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report or the Strategic Report included within the Trustees' Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- **adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or**
- **the financial statements are not in agreement with the accounting records and returns; or**
- **certain disclosures of trustees' remuneration specified by law are not made; or**
- **we have not received all the information and explanations we require for our audit.**

## RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Statement of Trustees' responsibilities set out on page 14, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

## THE EXTENT TO WHICH THE AUDIT WAS CONSIDERED CAPABLE OF DETECTING IRREGULARITIES, INCLUDING FRAUD

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- **the senior statutory auditor ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;**
- **we identified the laws and regulations applicable to the group and charitable company through discussions with Trustees and other management, and from our commercial knowledge and experience of the charity sector;**
- **we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the group and charitable company, including the financial reporting legislation, Companies Act 2006, taxation legislation, anti-bribery, employment, and environmental and health and safety legislation;**
- **we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and**
- **identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.**

We assessed the susceptibility of the group and charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- **making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and**
- **considering the internal controls in place to**

#### **mitigate risks of fraud and non-compliance with laws and regulations.**

To address the risk of fraud through management bias and override of controls, we:

- **performed analytical procedures to identify any unusual or unexpected relationships;**
- **tested journal entries to identify unusual transactions;**
- **assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and**
- **investigated the rationale behind significant or unusual transactions.**

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- **agreeing financial statement disclosures to underlying supporting documentation;**
- **reading the minutes of meetings of those charged with governance;**
- **enquiring of management as to actual and potential litigation and claims; and**
- **reviewing correspondence with HMRC, relevant regulators and the group and charitable company's legal advisors.**

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

## OTHER MATTERS

The financial statements of the group and charitable company for the year ended 31 March 2021 were audited by RSM UK Audit LLP who expressed an unmodified opinion on these financial statements on 3 August 2021.

## USE OF OUR REPORT

This report is made solely to the group's and charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members Those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



### **Mark Gurney FCCA (Senior Statutory Auditor)**

For and on behalf of Dains Audit Limited

Statutory Auditor

Chartered Accountants

Birmingham

Date: 2nd November 2022

# CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

(Including Consolidated Income and Expenditure Account) for the year ended 31 March 2022

	Notes	Unrestricted Fund £	Restricted Fund £	12 months to 31/3/2022 Total £	12 months to 31/3/2021 Total £
<b>Income and Endowments from:</b>					
Donations and legacies	4	35,991	22,500	58,491	22,978
Charitable activities	5	1,200,056	-	1,200,056	864,130
Other trading activities	6	-	-	-	26,361
Government grants	36	-	-	-	148,679
Investments	7	56,506	-	56,506	75,229
<b>Total Income</b>		<b>1,292,553</b>	<b>22,500</b>	<b>1,315,053</b>	<b>1,137,377</b>
<b>Expenditure on:</b>					
Raising funds	11	14,588	-	14,588	27,282
Charitable activities	12	1,707,542	25,372	1,732,914	1,634,822
<b>Total Expenditure</b>		<b>1,722,130</b>	<b>25,372</b>	<b>1,747,502</b>	<b>1,662,104</b>
Net gains on investments	22	114,459	-	114,459	405,038
Net Movement in Funds for the Year		(315,118)	(2,872)	(317,990)	(119,689)
<b>Reconciliation of Funds:</b>					
Total funds brought forward		1,742,248	2,872	1,745,120	1,864,809
<b>Total Funds Carried Forward</b>		<b>1,427,130</b>	<b>-</b>	<b>1,427,130</b>	<b>1,745,120</b>

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities. All activity in the year was unrestricted.

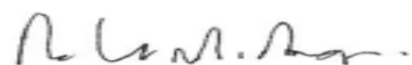
# BALANCE SHEETS

AT 31 MARCH 2022

REGISTERED NUMBER: 03090774

	Notes	Group 31/03/2022 £	Group 31/03/2021 £	Charity 31/03/2022 £	Charity 31/03/2021 £
<b>Fixed Assets:</b>					
Intangible assets	21	39,747	46,632	39,747	46,632
Tangible assets	20	83,800	119,427	83,800	119,427
Investment assets	22	2,262,339	2,844,524	2,262,341	2,844,526
Total Fixed Assets		2,385,886	3,010,583	2,385,888	3,010,585
<b>Current Assets:</b>					
Debtors and prepayments	23	198,995	210,969	199,138	211,112
Cash at bank and in hand	32	195,453	331,896	195,359	331,802
Total Current Assets		394,448	542,865	394,497	542,914
<b>Liabilities:</b>					
Creditors falling due within one year	24	284,293	1,024,131	284,293	1,024,131
Creditors falling due after one year	24	81,667	-	81,667	-
Fees received in advance	25	987,244	784,197	987,244	784,197
		1,353,204	1,808,328	1,353,204	1,808,328
Total Net Liabilities		(958,756)	(1,265,463)	(958,707)	(1,265,414)
Total Assets less Liabilities		1,427,130	1,745,120	1,427,181	1,745,171
<b>Net Assets</b>		<b>1,427,130</b>	<b>1,745,120</b>	<b>1,427,181</b>	<b>1,745,171</b>
<b>The Funds of the Charity:</b>					
Restricted Funds	27	-	2,872	-	2,872
Unrestricted funds	26	1,427,130	1,742,248	1,427,181	1,742,299
<b>Total Charity Funds</b>		<b>1,427,130</b>	<b>1,745,120</b>	<b>1,427,181</b>	<b>1,745,171</b>

The notes on pages 23 to 41 form part of these accounts.



Signed by Robert Angus

Chairman of Trustees on behalf of the Trustees

Approved by the Trustees and authorised for issue on 1 November 2022

# CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Group 12 Months to 31/03/2022 £	Group 12 Months to 31/03/2021 £
<b>Cash Flows from Operating Activities:</b>			
Net cash used in operating activities	31	(879,211)	(156,988)
<b>Cash Flows from Operating Activities:</b>			
Dividends and interest from investments		56,506	75,229
Purchase of tangible fixed assets		(897)	-
Purchase of intangible fixed assets		(9,485)	(38,368)
Proceeds from sale of fixed assets			-
Proceeds from sale of investments		2,506,750	1,283,136
Purchase of investments		(1,810,106)	(1,157,395)
Cash generated/(used in) provided by Investing Activities		742,768	162,602
Increase/(decrease) in Cash and Cash Equivalents in the year		(136,443)	5,614
Cash and cash equivalents at the beginning of the year		331,896	326,282
<b>Total Cash and Cash Equivalents at the End of the Year</b>	32	<b>195,453</b>	<b>331,896</b>

# NOTES TO THE FINANCIAL STATEMENTS

## 1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

### a) Basis of Accounting

The financial statements have been prepared in accordance with 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) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Education for Health meets the definition of a public benefit entity under the Charities Act, assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The financial statements are prepared in Sterling which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £, unless otherwise stated.

### b) Preparation of the Accounts on a Going Concern Basis

The Charity has prepared detailed forecasts of both income and expenditure and cash on a Group basis. Reserves of the Group currently stand at £1,427k (31 March 2021: £1,745k). Having considered these documents together with risk and reserves policy the Trustees are of the view that the Charity is a going concern. The reserves are represented by investment assets of £2,262k (31 March 2021: £2,845k), cash of £195k (31 March 2021: £332k) and liabilities of £1,353k (31 March 2021: £1,808k).

Taking into account the impact of the COVID-19 pandemic the Trustees have modelled forecasts that show that the charity can absorb deficits within available working capital and without any

material recourse either to the investment portfolio or to external debt. Based on this, the Trustees consider that adequate resources exist to continue in operational existence for the foreseeable future and that it is appropriate to adopt the going concern basis in preparing the financial statements.

### c) Group Financial Statements

The financial statements consolidate the results of the Charity and its wholly owned subsidiaries on a line-by-line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the Charity has not been presented because the Charity has taken advantage of the exemption afforded by Section 408 of the Companies Act 2006. The Charity has also taken advantage of the exemption available under FRS 102 and has not presented a statement of cash flows for the parent.

### d) Fund Accounting

The general fund consists of the accumulated surpluses on the consolidated statement of financial activities, less any funds designated by the Directors for specific purposes.

Designated funds are funds which have been set aside by the Directors for specific purposes. The purpose of the designated funds is set out in the notes to the accounts.

Restricted funds are funds for which the donor has specifically restricted the purpose for which they can be used. The balance in the fund represents the amount still remaining for future expenditure.

### e) Fixed Assets and Depreciation

Fixed assets are stated at cost less accumulated depreciation. The cost of minor additions to fixed assets, defined as those costing less than £85 each, is expensed in the year in which the cost is incurred.

Depreciation is provided to write off the cost of assets by equal instalments over their estimated useful lives as follows:-

Equipment, furniture, fixtures and fittings - **5-20 years**

Laptops - **3 years**

Other Computer equipment - **5 years**

Short leasehold property improvements - **over lease term**

#### **f) Investments**

Listed investments are included in the accounts at fair value. Gains or losses on revaluation are recognised in the SOFA and credited or debited to the relevant funds.

Investments in subsidiaries are stated at cost.

#### **g) Investment income**

Dividends are credited to the SOFA when receivable.

Interest on cash held is accrued on a daily basis and is credited on this basis to the SOFA.

#### **h) Government Grant**

The Government grant received are included in the SOFA when legally entitled to the income and there is reasonable assurance all conditions are met.

#### **i) Pension costs**

The Charity operates defined contribution schemes available to all of its employees. The schemes' funds are administered by Trustees and are independent of the Charity's finances. The Charity's contributions to the schemes are charged in the accounts as they accrue.

#### **j) Income**

All incoming resources are included in the SOFA when the Charity is legally entitled to the income. Course fee income is recognised and included in the SOFA for the financial year in proportion to the total fee by a measure of the course length elapsed and value of services delivered by time and materials.

#### **k) Expenditure and Irrecoverable VAT**

All resources expended are accounted for on an accruals basis. Costs are classified under headings that aggregate all similar costs and which can then be related to costs of raising funds and charitable activities.

Costs of raising funds are primarily investment management fees and other expenses incurred in trading activities that raise funds.

Charitable activities expenditure primarily includes costs associated with educational activity, books and resources and research activity. They include both direct and support costs relating to these activities.

Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities.

Support costs include central functions and governance costs and have been allocated to activity cost categories on a basis consistent with the use of resources by activities irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

#### **l) Research**

Expenditure on research is written off as incurred, other than when there is a defined project with certain income.

#### **m) Operating Leases**

The rentals payable under operating leases are charged/credited in the SOFA on a straight line basis over the lease term.

#### **n) Intangible Fixed Assets**

##### **- Development Costs**

Expenditure on developing modules is carried forward to match against future revenue. Following the change in our portfolio the costs brought forward have been amortised in the year. As a result, at 31 March 2022, £ 8,712 (2021: £8,386) has been carried forward.

##### **- Software/Website**

Expenditure on software and website development is carried forward to match against expected future benefit. As a result, at 31 March 2022, £ 31,035 (2021: £34,701) has been carried forward. The expenditure is being written off over three years (software) and five years (website).

##### **- Other**

The carried forward other intangible asset of £3,545 has been written down to nil at the 31st March 2022 following a policy to write off over 5 years.

#### o) Recognition of Liabilities

Liabilities are recognised when either a constructive or legal obligation exists.

#### p) Basis of Consolidation

The consolidated financial statements incorporate those of Education for Health and all of its subsidiaries (i.e. entities that the Group controls through its power to govern the financial and operating policies so as to obtain economic benefits). Subsidiaries acquired during the year are consolidated using the purchase method. Their results are incorporated from the date that control passes. All financial statements are made up to 31 March 2022.

All intra-group transactions, balances and unrealised gains on transactions between Group companies are eliminated on consolidation. Unrealised losses are also eliminated unless the transaction provides evidence of an impairment of the asset transferred. Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by other members of the Group.

#### q) Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

#### r) Donated services

In accordance with the Charities SORP (FRS 102) the general volunteer time of the Trustees and administration volunteers is not recognised.

#### s) Critical Accounting Estimates and Judgements

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

In capitalising course development costs and their subsequent amortisation, management makes judgements as to the future viability of courses and the likely life of the courses.

## 2. LEGAL STATUS

The Charity is a Company Limited by Guarantee incorporated in England and Wales. Linda Edwards (Chief Executive) and all the current Trustees as shown on Page 42 are members of the Charity. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

The address of the Charity's registered office and principal place of business is 1 Lowes Lane Business Park, Lowes Lane, Wellesbourne, CV35 9RB.

## 3. FINANCIAL PERFORMANCE OF THE CHARITY

The consolidated statement of financial activities includes the results of the Charity's wholly owned subsidiaries Respiratory Education UK and Education for Health Trading Limited.

The results of the parent company Education for Health were as follows:

	<b>Group 12 Months to 31/03/2022 Total</b>	<b>Group 12 Months to 31/03/2021 Total</b>
	<b>£</b>	<b>£</b>
Total Income	1,315,053	1,137,377
<b>Net Expenditure for the Year</b>	<b>(315,118)</b>	<b>(119,689)</b>

#### 4. DONATIONS AND LEGACIES

	General Fund	Restricted Funds	12 months to 31/03/2022 Total	12 months to 31/03/2021 Total
	£	£	£	£
Covid Programme/Fact Sheet	-	22,500	22,500	22,978
Sundry Donations	35,991	-	35,991	-
	<b>35,991</b>	<b>22,500</b>	<b>58,491</b>	<b>22,978</b>

#### 5. INCOME FROM CHARITABLE ACTIVITIES

	General Fund	Restricted Funds	12 months to 31/03/2022 Total	12 months to 31/03/2021 Total
	£	£	£	£
Educational Activity	1,193,043	-	1,193,043	857,117
Research Activity	7,013	-	7,013	7,013
	<b>1,200,056</b>	<b>-</b>	<b>1,200,056</b>	<b>864,130</b>

#### 6. INCOME FROM OTHER TRADING ACTIVITIES

	General Fund	Restricted Funds	12 months to 31/03/2022 Total	12 months to 31/03/2021 Total
	£	£	£	£
Room hire	-	-	-	-
Sundry other trading activities	-	-	-	26,361
	<b>-</b>	<b>-</b>	<b>-</b>	<b>26,361</b>

#### 7. INVESTMENT INCOME

	General Fund	Restricted Funds	12 months to 31/03/2022 Total	12 months to 31/03/2021 Total
	£	£	£	£
Dividends and interest from listed investments	56,506	-	56,506	68,217
Interest on cash held	-	-	-	7,012
	<b>56,506</b>	<b>-</b>	<b>56,506</b>	<b>75,229</b>
<b>Total</b>				

## 8. ANALYSIS OF INCOME RESOURCES

	12 months to 31/03/2022 Total £	12 months to 31/03/2021 Total £
<b>The analysis of the income resources attributable to each geographical area is as follows:</b>		
United Kingdom	1,303,214	1,134,216
Other – European countries	11,549	1,945
Other – rest of the world	290	1,216
	<b>1,315,053</b>	<b>1,137,377</b>

## 9. STAFF COSTS

	12 months to 31/03/2022 £	12 months to 31/03/2021 £
Wages and salaries	913,750	920,870
Social security costs	87,127	83,351
Other pension costs	53,612	51,588
Staff recruitment costs	898	4,623
Redundancy costs	11,448	16,189
	<b>1,066,835</b>	<b>1,076,621</b>

**The average number of employees during the period was 29. They were associated with the following activities:**

	Headcount No	Headcount No
Educational activity	28	33
Research activity	-	1
Advocacy work	1	1
	<b>29</b>	<b>35</b>

## 9. STAFF COSTS (Continued)

	12 months to 31/03/2022	12 months to 31/03/2021
<b>The average number of full-time equivalent (FTE) employees during the period was 25. They were associated with the following activities:</b>	<b>FTE No</b>	<b>FTE No</b>
Educational activity	24	25
Research activity	-	1
Advocacy work	1	1
	<b>25</b>	<b>27</b>

During the 12 months to 31 March 2022, no Trustees received reimbursements of personal travel and subsistence expenditure (12 months to 31 March 2021: £Nil).

No Trustees received remuneration during the year (No trustee 12 months to 31 March 2021: £) for qualifying services.

The key management personnel of the parent Charity and the Group in 12 months to 31 March 2022 comprises the Chief Executive, Deputy Chief Executive, Director of Innovations (until February

2022), Director of Partnerships and Customer Experience, Director of Learning and Quality and Associate Director of the Marketing Intelligence Hub (until December 2021) (12 months to 31 March 2020: Chief Executive, Deputy Chief Executive, Director of Innovations, Associate Director of Strategic Partnerships, Director of Learning and Quality and Associate Director of Marketing Intelligence Hub). The total employee benefits of the key management personnel in 12 months to 31 March 2022 was £371K (12 months to 31 March 2021: £347k).

	12 months to 31/03/2022	12 months to 31/03/2021
<b>The numbers of employees whose emoluments were in excess of £60,000 (excluding employers National Insurance and pension contributions):</b>	<b>FTE No</b>	<b>FTE No</b>
<b>£60,000 - £70,000</b>	-	1
<b>£70,001 - £80,000</b>	1	1
<b>£80,001 - £90,000</b>	1	-

Contributions amounting to £9,611 (12 month to 31 March 2021: £19,055) were made to a defined contribution pension scheme for the above employees, in the period.

## 10. OUTGOING RESOURCES

	12 months to 31/03/2022 Total £	12 months to 31/03/2021 Total £
This is stated after charging/(crediting)		
Auditor's remuneration – audit	14,400	21,600
Auditor's remuneration – other	-	-
Trustee's indemnity insurance	2,048	2,272
Payments under operating leases – fixtures and fittings	-	15,788
Payments under operating leases – Building	48,000	40,570
Depreciation of tangible assets	36,524	37,070
Amortisation of intangible assets	16,370	11,721

## 11. EXPENDITURE ON RAISING FUNDS

	General Fund £	Restricted Funds £	12 months to 31/03/2022 Total £	12 months to 31/03/2021 Total £
Development costs	-	-	-	704
Investment management fee	14,588	-	14,588	16,842
Professional fees	-	-	-	9,648
Share of support (note 18)	-	-	-	-
Sundries	-	-	-	88
	<b>14,588</b>	<b>-</b>	<b>14,588</b>	<b>27,282</b>

## 12. EXPENDITURE ON CHARITABLE ACTIVITIES

	General Fund £	Restricted Funds £	12 months to 31/03/2022 Total £	12 months to 31/03/2021 Total £
Educational activity (note 13)	1,645,399	25,372	1,670,771	1,573,360
Research activity (note 14)	14,461	-	14,461	16,502
Advocacy work (note 15)	47,682	-	47,682	44,960
	<b>1,707,542</b>	<b>25,372</b>	<b>1,732,914</b>	<b>1,634,822</b>

### 13. COST OF CHARITABLE ACTIVITIES – EDUCATIONAL ACTIVITIES

	General Fund	Restricted Funds	12 months to 31/03/2022 Total	12 months to 31/03/2021 Total
	£	£	£	£
Course development	34,760	-	34,760	9,126
Salaries and staff costs	347,389	25,372	372,761	697,611
Redundancy Costs	11,448	-	11,448	16,189
Lecturer's fees, travel and subsistence	128,380	-	128,380	80,395
Computer consultancy and support	97,119	-	97,119	59,098
Printing and stationery	-	-	-	85
Course accommodation	-	-	-	-
Postage	497	-	487	1,307
Sundries and cleaning	2,400	-	2,400	2,928
Bank charges	6,571	-	6,571	10,521
Telephone	2,493	-	2,493	-
Professional charges	1,608	-	1,608	16,597
Registration fees	187,985	-	187,985	123,355
Share of support and governance (note 17)	823,937	-	823,937	556,402
Subscription	812	-	812	355
Bad debt provision	-	-	-	(609)
	<b>1,645,399</b>	<b>25,372</b>	<b>1,670,771</b>	<b>1,573,360</b>

Registration fees represent the cost of registering learners with the University of Hertfordshire, Royal College of General Physicians, Open University and the Association for Respiratory Technology and Physiology for our accredited courses

### 14. COST OF CHARITABLE ACTIVITIES – RESEARCH ACTIVITY

	General Fund	Restricted Funds	12 months to 31/03/2022 Total	12 months to 31/03/2021 Total
	£	£	£	£
Wages, salaries and staff costs	-	-	-	4,730
Professional fees	-	-	-	-
Share of support and governance (note 17)	8,494	-	8,494	5,796
Miscellaneous	5,967	-	5,967	5,976
	<b>14,461</b>	<b>-</b>	<b>14,461</b>	<b>16,502</b>

## 15. COST OF CHARITABLE ACTIVITIES – ADVOCACY

	General Fund	Restricted Funds	12 months to 31/03/2022 Total	12 months to 31/03/2021 Total
	£	£	£	£
Wages, salaries and staff costs	30,694	-	30,694	27,572
Share of support and governance (note 17)	16,988	-	16,988	17,388
	<b>47,682</b>	<b>-</b>	<b>47,682</b>	<b>44,960</b>

## 16. ANALYSIS OF GOVERNANCE AND SUPPORT COSTS

	Support	Governance	12 months to 31/03/2022 Total	12 months to 31/03/2021 Total
	£	£	£	£
Salaries and staff costs	640,484	-	640,484	330,519
Redundancy	11,448	-	11,448	-
Rates	2,533	-	2,533	4,193
Heat and light	466	-	466	5,917
Travel and subsistence	94	-	94	21
Computer consultancy and equipment	10,260	-	10,260	71,727
Rent	57,636	-	57,636	51,132
Printing and stationery	8,297	-	8,297	7,336
Postage	2,208	-	2,208	1,732
Telephone	2,171	-	2,171	5,565
Staff development	8,712	-	8,712	100
Professional fees	20,917	390	21,307	12,859
Property maintenance	8,988	-	8,988	-
Sundries	4,336	-	4,336	8,749
Bank interest, charges	-	-	-	3,856
Foreign Exchange (gain)/loss	9	-	9	(841)
Subscriptions	828	-	828	1,040
Depreciation	49,603	-	49,603	48,029
Insurance	3,591	2,048	5,639	6,052
Audit	-	14,400	14,400	21,600
	<b>832,581</b>	<b>16,838</b>	<b>849,419</b>	<b>579,586</b>

## 17. ALLOCATION OF COSTS OF SUPPORT AND GOVERNANCE

	General Fund £	Restricted Funds £	12 months to 31/03/2022 Total £	12 months to 31/03/2021 Total £
<b>Allocated to:</b>				
Educational activity	823,937	-	823,937	556,402
Books and resources				-
Research activity	8,494	-	8,494	5,796
Advocacy	16,988	-	16,988	17,388
Generating funds				-
	<b>849,419</b>	<b>-</b>	<b>849,419</b>	<b>579,586</b>

## 18. TOTAL EXPENDITURE

	Staff costs £	Depreciation and Amortisation £	Support Costs £	Other £	12 months to 31/03/2022 Total £	12 months to 31/03/2021 Total £
<b>Expenditure on Raising Funds:</b>						
Investment management fees	-	-	-	14,588	14,588	16,842
Other expenses	-	-	-	-	-	10,440
				14,588	14,588	27,282
<b>Expenditure on Charitable Activity:</b>						
Educational activity	384,209	34,760	823,937	427,865	1,670,771	1,573,360
Books and resources						
Research activity	-	-	8,494	5,967	14,461	16,502
Advocacy	30,694	-	16,988	-	47,682	44,960
	414,903	34,760	849,419	433,832	1,732,914	1,634,822
<b>Total Expenditure</b>	<b>414,903</b>	<b>34,760</b>	<b>849,419</b>	<b>448,420</b>	<b>1,747,502</b>	<b>1,662,104</b>
<b>Reconciliation to other Notes to the Accounts:</b>						
Items in costs of support (note 16) (prior to allocation)	651,932	49,603				
Per Note 9	1,066,835	84,363				

The expenditure was £1,747,502 (2021: £1,662,104) of which £1,722,130 was unrestricted (2021: £1,641,998) and £25,373 was restricted (2021: £22,978).

## 19. TAXATION

No tax has been provided in the accounts of Education for Health because it is a registered Charity and much of its activity is within the exemption granted by Section 505 of the Income and Corporation Taxes Act 1988, and no taxation is due for payment. The Charity has borne VAT on expenditure where appropriate.

## 20A. TANGIBLE FIXED ASSETS

	Equipment, Fixtures and Fittings £	Total £
<b>Group</b>		
At cost: 01 April 2021	191,820	191,820
Additions	897	897
Disposals	-	-
<b>Balance: 31 March 2022</b>	<b>192,717</b>	<b>192,717</b>
Depreciation: 01 April 2021	72,393	72,393
Charge for period	36,524	36,524
Disposals	-	-
<b>Balance: 31 March 2022</b>	<b>108,917</b>	<b>108,917</b>
<b>Net book values: 31 March 2022</b>	<b>83,800</b>	<b>83,800</b>
31 March 2021	119,427	119,427

## 20B. TANGIBLE FIXED ASSETS

	Equipment, Fixtures and Fittings £	Total £
<b>Charity</b>		
At cost: 01 April 2021	185,925	185,925
Additions	897	897
Disposals	-	-
<b>Balance: 31 March 2022</b>	<b>186,822</b>	<b>186,822</b>
Depreciation: 01 April 2021	66,498	66,498
Charge for period	36,524	36,524
Disposals	-	-
<b>Balance: 31 March 2022</b>	<b>103,022</b>	<b>103,022</b>
<b>Net book values: 31 March 2022</b>	<b>83,800</b>	<b>83,800</b>
31 March 2021	119,427	119,427

## 21. INTANGIBLE FIXED ASSETS – DEVELOPMENT COSTS

Group:	Contract Related Intangibles £	Course Development Costs £	Software and Website Development £	Social Impact £	Total £
At cost: 01 April 2021	140,276	592,505	237,065	23,588	993,434
Additions	-	3,617	5,868	-	9,485
<b>Balance: 31 March 2022</b>	<b>140,276</b>	<b>596,122</b>	<b>242,933</b>	<b>23,588</b>	<b>1,002,919</b>
Amortised: 01 April 2021	140,276	584,119	202,364	20,043	946,802
Additions	-	3,291	9,534	3,545	16,370
<b>Balance: 31 March 2022</b>	<b>140,276</b>	<b>587,410</b>	<b>211,898</b>	<b>23,588</b>	<b>963,172</b>
<b>Net Book Value 31 March 2022</b>	<b>-</b>	<b>8,712</b>	<b>31,035</b>	<b>-</b>	<b>39,747</b>
<b>31 March 2021</b>	<b>-</b>	<b>8,386</b>	<b>34,701</b>	<b>3,545</b>	<b>46,632</b>

Charity:	Course Development Costs £	Software and Website Development £	Social Impact £	Total £
At cost: 01 April 2021	592,505	237,065	23,588	853,158
Additions	3,617	5,868	-	9,485
<b>Balance: 31 March 2022</b>	<b>596,122</b>	<b>242,933</b>	<b>23,588</b>	<b>862,643</b>
Amortised: 01 April 2021	584,119	203,364	20,043	806,526
Charged in the period	3,291	9,534	3,545	16,370
<b>Balance: 31 March 2022</b>	<b>587,410</b>	<b>211,898</b>	<b>23,588</b>	<b>822,896</b>
<b>Net Book Value 31 March 2022</b>	<b>8,712</b>	<b>31,035</b>	<b>-</b>	<b>39,747</b>
<b>31 March 2021</b>	<b>8,386</b>	<b>34,701</b>	<b>3,545</b>	<b>46,632</b>

Amortisation of intangibles is charged within charitable activities.

## 22. FIXED ASSET INVESTMENTS

Group:	2022 £	2021 £
Listed investments		
Fair value as at 01 April 2021	2,844,524	2,565,227
Additions	1,810,106	1,157,395
Disposals proceeds	(2,506,750)	(1,283,136)
Realised and unrealised gains	114,459	405,038
<b>Fair value at 31 March 2022</b>	<b>2,262,339</b>	<b>2,844,524</b>
Historical cost at 31 March 2022	2,245,068	2,673,418
Fixed asset investments are represented by:		
UK listed investments	2,262,339	2,128,240
Non UK listed investments	-	716,284
	<b>2,262,339</b>	<b>2,844,524</b>

The following represented more than five percent of the fair value of investments at:

Number	Description	31/03/2022 £	31/03/2021 £
939	IShares CR GBP CRP SHS (GBP)		142,540
21,851	IShares II PLC Core UK Gilt UCITS ETF GBP		299,796
	UBS ETF SICAV MSCI EMU SOC RES CLA EUR		
11,247	UBS ETF PLC MSCI UK SOC RES UCITS ETF		179,300
1,572	UBS ETF SICAV MSCI USA SOC RESP UCIT USD		144,243
114,887.5	Charities Property Income Units		
23,401	Pimco funds UK corp bd FD inst shs		247,817
32,093	UBS IRL ETF PLC MSCI USA SOC RESP A USD		317,992
140,000	Rathbone ethical bond	134,148	
3,350	BMO Responsible glb eq fund	223,009	
39,296	FP WH-EB Sustainability	113,696	
60,000	Liontrust sus fut gbl	163,266	
78,437	Polar Capital	133,735	
135,000	Regnan Uk Sust wtrt WGSLE	136,755	
88,390	Greencoat UK wind	134,706	
140,000	Octopus renewables	156,800	
75,000	AHFM Defined returns fund B	129,338	

**Charity:** Investments held by the Charity also include an additional £2 (2021: £2) investment in the wholly-owned subsidiary company Education for Health Trading Limited (Company number 03281397) at cost. The Charity also owns 100% of National Respiratory Training Centre Ltd (Company number 05630081) and Respiratory Education UK (Company number 03632077, Registered Charity number 1073428) for which there is no cost of investment.

All subsidiaries are incorporated in England. Education for Health Trading Limited and National Respiratory Training Centre were dormant throughout the year and prior year.

## 23. DEBTORS AND PREPAYMENTS

	Group 31/03/2022	Group 31/03/2021	Charity 31/03/2022	Charity 31/03/2021
	£	£	£	£
Trade Debtors	134,380	139,313	134,380	139,313
Other debtors	5	6	5	6
Amounts owed by Group undertakings			143	143
Prepayments and other accrued income	64,610	71,650	64,610	71,650
	<b>198,995</b>	<b>210,969</b>	<b>199,138</b>	<b>211,112</b>

## 24. CREDITORS

Creditors falling due within one year	Group 31/03/2022	Group 31/03/2021	Charity 31/03/2022	Charity 31/03/2021
	£	£	£	£
Trade Creditors	66,737	101,294	66,737	101,294
Taxation and social security costs	24,072	24,951	24,072	24,951
Other creditors	26,219	26,779	26,219	26,779
Loan	18,333	613,339	18,333	613,339
Accruals	148,932	257,768	148,932	257,768
	<b>284,293</b>	<b>1,024,131</b>	<b>284,293</b>	<b>1,024,131</b>

Creditors falling due after more than one year	Group 31/03/2022	Group 31/03/2021	Charity 31/03/2022	Charity 31/03/2021
	£	£	£	£
Loan	81,667	-	81,667	-
	<b>81,667</b>	<b>-</b>	<b>81,667</b>	<b>-</b>

Included within other creditors is an amount of £19,878 owed to UKIG (2021: £19,878), in relation to funds held on their behalf.

	Group 31/03/2022	Group 31/03/2021	Charity 31/03/2022	Charity 31/03/2021
	£	£	£	£
<b>Carrying amount of financial assets</b>				
Debt instruments measured at amortised cost	134,380	139,313	134,380	139,313
Measured at fair value	1,470,492	1,755,630	1,470,492	1,755,630
<b>Carrying amount of financial liabilities</b>				
Measured at amortised cost	341,888	999,180	341,888	999,180

A loan which was repaid during the year was in the form of a loan secured against the investment portfolio, with a variable 1.75% above LIBOR interest rate until 18/2/21 when rate reduced to 1.5% above LIBOR. The current loan is a CBIL which was taken out in April 2021, interest free in first 12 months.

## 25. FEES RECEIVED IN ADVANCE

	Group £	Charity £
At 01 April 2021	784,197	784,187
Released during period	1,219,254	1,219,254
Deferred during period	1,422,301	1,422,301
<b>At 31 March 2022</b>	<b>987,244</b>	<b>987,244</b>

## 26. UNRESTRICTED FUNDS

Group	1 April 2021 £	Net Incoming Resources/ (Resources Expended) in Year £	Transfers £	31 March 2022 £
General fund	981,240	(272,606)	188,000	896,634
Trading subsidiaries	(51)	-	-	(51)
	981,189	(272,606)	188,000	896,583
<b>Designated funds:</b>				
Equipment, furniture, fixtures and fittings fund	119,427	(35,627)	-	83,800
Intangible fixed assets	46,632	(6,885)	-	39,747
Operating fund	200,000	-	57,000	257,000
Resource management reserve	45,000	-	(45,000)	-
Strategic development fund	350,000	-	(200,000)	150,000
Total designated reserves	761,059	(42,512)	(188,000)	530,547
Unrestricted reserves	1,742,248	(315,118)	-	1,427,130

## 26. UNRESTRICTED FUNDS (Continued)

Charity:	1 April 2021 £	Net Incoming Resources/ (Resources Expended) in Year £	Transfers £	31 March 2022 £
General fund	981,240	(272,606)	188,000	896,634
<b>Designated funds:</b>				
Equipment, furniture, fixtures and fittings fund	119,427	(35,627)	-	83,800
Intangible fixed assets	46,632	(6,885)	-	39,747
New educational technologies/IT systems Development fund				
Operating fund	200,000	-	57,000	257,000
Resource management reserve	45,000	-	(45,000)	-
Strategic development fund	350,000	-	(200,000)	150,000
Total designated reserves	761,059	(42,512)	(188,000)	530,547
Unrestricted reserves	1,742,299	(315,118)	-	1,427,181

The strategic development fund is to support the period of change the charity is currently undergoing. With the intention to ensure infrastructure, resource and products are fully aligned to enable delivery of our strategic aims over the next three years. The operating fund is the amount required to allow learners to complete programmes of study. The increase reflects that there has been an increase in the number of Masters programme learners. Fixed assets and intangible assets reserves reflect assets not readily converted to cash.

## 27. RESTRICTED FUNDS

Charity and Group:	1 April 2021 £	Net Incoming Resources/ (Resources Expended) in Year £	Expenditure £	31 March 2022 £
Restricted fund	2,872	22,500	(25,372)	-

## 28. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Group:	Tangible & Intangible Fixed Assets	Investments	Net Current Assets / (Liabilities) and Provisions	31/03/2022 Total	31/03/2021 Total
	£	£	£	£	£
Restricted Funds	-	-	-	-	2,872
Unrestricted funds:					
Designated	-	530,547	-	530,547	761,059
General	123,547	1,731,792	(958,756)	896,583	981,189
	123,547	2,262,339	(958,756)	1,427,130	1,745,120
<b>Charity:</b>					
Restricted Funds	-	-	-	-	2,872
Unrestricted funds:					
Designated	-	530,547	-	530,547	761,059
General	123,547	1,731,794	(958,707)	896,634	981,240
	123,547	2,262,341	(958,707)	1,427,181	1,745,171

## 29. COMMITMENT UNDER OPERATING LEASES

	Group 31/03/2022 £	Group 31/03/2021 £	Charity 31/03/2022 £	Charity 31/03/2021 £
<b>Land and Buildings</b>				
Within one year	48,000	48,000	48,000	48,000
Within two to five years	192,000	192,000	192,000	192,000
Within five to ten years	122,322	170,322	122,322	170,322
	<b>362,322</b>	<b>410,322</b>	<b>362,322</b>	<b>410,322</b>
<b>Fixtures and fittings:</b>				
Within one year	15,367	19,095	15,367	19,095
Within two to five years	33,179	44,916	33,179	44,916
Within five to ten years	-	-	-	-
	<b>48,546</b>	<b>64,011</b>	<b>48,546</b>	<b>64,011</b>

### 30. CAPITAL COMMITMENTS

On 31 March 2022, the Group and Charity had intangible capital commitment of £3,960 (March 2021: £Nil). On 31 March 2022 there were no tangible capital commitments (March 2021: £Nil).

### 31. RECONCILIATION OF NET INCOME (EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	Group 31/03/2022 £	Group 31/03/2021 £
Net expenditure for the year	(317,990)	(119,689)
Add back depreciation charge	36,524	37,070
Add amortisation intangible assets	16,370	11,721
Deduct investment income	(56,506)	(75,229)
Add losses/deduct (gains) on investments	(114,459)	(405,038)
Profit/(Loss) on disposal		-
Decrease in stock		-
Decrease (increase) in debtors	11,974	66,734
Decrease in creditors and provisions	(455,124)	327,443
<b>Net cash used in operating activities</b>	<b>(879,211)</b>	<b>(156,988)</b>

### 32. RECONCILIATION OF NET INCOME (EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

Analysis of cash and cash equivalents:	£
Cash in hand at 31/03/2021	331,896
Movement in year	(136,443)
<b>Cash in hand at 31/03/2022</b>	<b>195,453</b>

### 33. LOANS

A coronavirus business interruption loan of £100,000 was taken out on 22 April 2021 with a 12 month interest free period until 22 April 2022.

### 34. RELATED PARTY TRANSACTIONS

There were no Related Party Transactions in the period ending 31 March 2022.

### 35. CONTINGENT LIABILITY

Education for Health and REUK are party to a group VAT registration effective from 01 March 2015. At 31 March 2022, there was a VAT liability of £2,769 (31 March 2021: £1,137).

### 36. GOVERNMENT GRANTS

The interest on the first year of the CBIL received year ending 31 March 2022 was deemed immaterial and not reflected in the SOFA. A government grant in the form of Government job retention scheme of £148,679 was received in the year ending 31 March 2021.

### 37. COMPARATIVE INFORMATION – CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Fund	Restricted Fund	12 months to 31/3/2021 Total £	12 months to Total £
	£	£		
<b>Income and Endowments from:</b>				
Donations and legacies	-	22,978	22,978	3,505
Charitable activities	864,130	-	864,130	1,695,023
Other trading activities	26,361	-	26,361	15,182
Surplus on disposal of assets	-	-	-	457,152
Government Grant	148,679	-	148,679	-
Investments	75,229	-	75,229	85,638
<b>Total Income</b>	<b>1,114,399</b>	<b>22,978</b>	<b>1,137,377</b>	<b>2,256,500</b>
<b>Expenditure on:</b>				
Raising funds	27,282	-	27,282	21,802
Charitable activities	1,641,716	20,106	1,634,822	2,322,655
Exceptional charitable activities	-	-	-	95,707
<b>Total Expenditure</b>	<b>1,641,998</b>	<b>20,106</b>	<b>1,662,104</b>	<b>2,440,164</b>
Net (losses) gains on investments	405,038	-	405,038	(269,318)
Net Movement in Funds for the	(122,561)	2,872	(119,689)	(452,982)
<b>Reconciliation of Funds:</b>				
Total funds brought forward	1864,809	-	1,864,809	2,317,791
<b>Total Funds Carried Forward</b>	<b>1,742,248</b>	<b>2,872</b>	<b>1,745,120</b>	<b>1,864,809</b>

# REFERENCE AND ADMINISTRATION DETAILS

REGISTERED CHARITY NO: 1048816

COMPANY NO: 03090774

VAT NO: GB210922057

## Board of Trustees:

Dr Robert Angus (Chairman)

Mr Robert Strange

Mr Gary Parkinson (resigned 3/5/22)

Mrs Aileen Muir

Mr Christopher Rowles

Mr Mike Attwood

Dr Cathy Winfield (appointed 12/5/2021)

Mr Stephen Landrey (appointed 12/5/2021)

Mrs Aileen Muir retire and being eligible offers herself for re-election .

## Chief Executive:

Dr Linda Edwards

## Senior Leadership Team, assisting Chief Executive:

Mrs Rebecca Harkcom, Deputy Chief Executive

Mrs Ann Saxon, Director of Quality and Learning

Mr Stephen Ryan, Director of Innovations Unit  
(until 28 February 2022)

Mr Adam Smith, Director of Strategic Partnerships  
(until 22 July 2022)

Mrs Sarah Brighton , Associate Director of  
Marketing and Market Intelligence Hub (until 31  
December 2021)

## Company Secretary:

Mrs Rebecca Harkcom

## Registered Office and Principal Address:

1 Lowes Lane Business Park, Lowes Lane  
Wellesbourne, CV35 9RB

**Website:** [www.educationforhealth.org](http://www.educationforhealth.org)

## Nominations Committee:

Mr Gary Parkinson (resigned 3/5/22)

Dr Robert Angus

## Finance, Audit and Risk Committee:

Mr Robert Strange

Mr Gary Parkinson (resigned 3/5/22)

Mrs Aileen Muir

Mr Mike Attwood (resigned 3/5/22)

## Patrons:

Mrs Greta Barnes MBE

Baroness Julia Cumberlege CBE, DL

## Legal Advisors:

Wright Hassall and Co

Olympus Avenue

Leamington Spa

Warwickshire CV34 6BF

Shakespeare Martineau

Brideway House

Stratford on Avon, CV37 6YX

## Investment Advisors:

EFG Harris Allday (appointed April 2021)

33 Great Charles Street

Birmingham B33JN

## Bankers:

Barclays Bank plc

PO Box 1352

25 High Street


Coventry CV1 5QZ

## Auditors:

Dains Audit Limited

15 Colmore Row

Birmingham B3 2BH

A person wearing a light blue button-down shirt is walking on a grey, textured carpet. The person is captured from the side, with their right leg and arm visible. The background is a solid, slightly mottled grey.

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