



## **CollegesWales / ColegauCymru Limited**

# **Annual Report and Consolidated Financial Statements for the Year Ended 31 July 2022**

**Charity Number: 1060182**  
**Company Number: 2832103**  
**(England and Wales)**

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## ANNUAL REPORT & ACCOUNTS

The Directors/Trustees present their annual report and accounts of Colleges Wales/Colegau Cymru Limited and its subsidiary, fforwm Services Limited for the year ended 31 July 2022.

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### Structure

ColegauCymru is a post-compulsory education charity that represents 11 further education (FE) colleges and 2 designated FE institutions (FEIs) in Wales. The company was originally incorporated in 1993 as Fforwm Limited and on 1 June 2009 changed its name to Colleges Wales/Colegau Cymru Limited and was branded as 'ColegauCymru/CollegesWales'. Fforwm Services Limited was established in 1995 and is a wholly owned trading subsidiary of Colleges Wales/Colegau Cymru Limited.

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### Charitable Objectives

The ColegauCymru charitable objectives and principal activities remained throughout 2021-22 to promote the advancement of education for the benefit of the general public in Wales. ColegauCymru exists through its work to:

- provide a forum for discussion on matters of common interest conducted by all the FE corporations and other institutions receiving post-16 funding from the Welsh Government; and
- make representations on behalf of its members to persons concerned with education and its funding in Wales.

The charity's prime purpose is to raise the profile of further education with key decision-makers to improve educational opportunities for learners in Wales.

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### Strategic Priorities

During the financial year, ColegauCymru focused on delivering the following five strategic priorities:

1. Promote and support high quality provision for learners.
2. Proactively engage with employers and stakeholders to identify and address skills gaps in the Welsh economy.
3. Influence and shape government policy.
4. Ensuring a high profile for education, training and skills in Wales.
5. To be a sustainable and dynamic sector-leading organisation.

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### Achievements and Performance

ColegauCymru remains focused on building relationships with key stakeholders and ensuring it is a key influencer on issues affecting the sector. Key achievements are as follows:

- Continued to work with the Welsh Government to secure an increase in college core funding for 2021/22 and beyond.
- Worked with colleges and the Welsh Government to secure funding to help address the ongoing problems and impact of Covid-19 in FE and WBL (Work Based Learning).
- Provided services to members to coordinate all strategic groups to respond to strategic priorities for the sector
- Appointed a Strategic Advisor for Work-based Learning (WBL) and Employability to provide advice to the Strategic WBL Group on apprenticeships, PLA, and employability programmes



- Secured additional funding for Winter of Wellbeing from Sport Wales and Welsh Government to support colleges and their learners post covid.
- Research completed into the Wellbeing of learners linked to physical activity and the impact of Covid.
- Secured Taith funding for over 300 FE staff to take part in CPD opportunities overseas and to undertake preparatory visits to improve future learner mobilities
- Organised a pan-Wales staff mobility visit to Stuttgart, Germany to explore the digitalisation of Vocational Education and Training (VET) post-Covid
- Supported FE colleges to achieve over 340 learner mobilities through CollegesWales' Turing and Erasmus+ consortium projects
- Provided challenge and support to the 13 colleges as they prepare for their new duties under the ALN Act and Code
- Worked with ALN representatives from FEIs, LAs, health boards and others to promote partnership working
- Represented the views of Members through numerous policy position statements and press releases.
- Appointed a fixed term Principal Human Resources Policy Officer to provide advice to the Human Resource Directors group on a range of HR matters.
- Engaged with political parties, including providing briefing on specific policy matters, and providing information to inform Senedd debates.
- Submitted 23 consultation responses on policy matters affecting the decisions of post-16 learners in Wales to Welsh Government, Senedd Committees, and other bodies. Topics covered included: post-EU funding arrangements; subordinate legislation under the Curriculum and Assessment (Wales) Act; new registration categories for the Education Workforce Council; the Social Partnership and Procurement Bill; mental health inequalities; and participation in sport in disadvantages areas.
- Held strategic dialogue meetings with Welsh Government ministers and officials, Senedd Members, and other key stakeholders.
- Built on and developed positive working relationships with our stakeholders in Welsh Government, the Senedd, and the wider sector.
- Continued to work closely with key stakeholders from education and further afield; these include Welsh Government, Sport Wales, British Council, EWC, Estyn, Qualifications Wales, HEFCW, Learning & Work Institute Wales, NTfW (National Training Federation Wales), Coleg Cymraeg Cenedlaethol, Y Ganolfan Dysgu Cymraeg, AoC and others and with colleges to ensure that the FE sector was well placed in terms of future developments.
- We continued to work closely with Welsh Government and Joint trade union colleagues to ensure pay parity for the sector.

## Projects

ColegauCymru has been successful in securing several externally funded projects aimed at enhancing the educational opportunities of learners in Wales. A summary of the range of projects undertaken by the charity, during the period, are outlined below.

### International and European partnerships and learning opportunities

CollegesWales International supports the FE colleges in Wales to integrate international activities into the daily lives of learners and staff to enrich and enhance their teaching and learning experiences. An Internationalisation Strategy was produced in 2021 and provides a framework for international activities in the sector from 2022-26.

CollegesWales International coordinates and submits pan Wales consortium applications for overseas mobility funding on behalf of the FE colleges in Wales. Taith, Welsh Government's new international learning exchange programme, the Turing Scheme, the UK government's programme, and existing Erasmus+ funding (to be used by 31/12/2023) support these opportunities for college leaders, tutors and support staff as well as FE learners and apprentices.



**Taith 2022 (staff and blended learner mobilities)**

Funding was approved in July 2022 for 340 FE staff and 52 FE learners to undertake overseas mobilities across the world. The project will end on 31 August 2023.

**Turing Scheme 2021 (learner)**

This project enabled 183 FE learners to undertake 2 – 3 week study/volunteering/work experiences worldwide. The project ended on 31 August 2022.

**Erasmus+ 2020 (learner)**

Funding was approved in July 2020 to enable 876 vocational learners and apprentices to undertake 2-week work placements in Europe. The project will be completed on 30 December 2023 following the approval of a 12-month extension by the UK National Agency due to Covid-19.

**Erasmus+ 2020 (staff)**

Funding was approved in July 2020 to enable 30 staff from FE colleges and other appropriate organisations in Wales to undertake 4-day study visits to Ireland, Norway, and Austria. The project will be completed on 30 December 2023 following the approval of a 12-month extension by the UK National Agency due to Covid-19.

**Erasmus+ 2019 (learner)**

This project enabled 160 learners to undertake 2-week work placements in Europe. The project ended on 31/8/2022.

**Erasmus+ 2019 (staff)**

This project enabled 17 staff from FE colleges and other appropriate organisations in Wales to undertake a 4-day study visit to Stuttgart, Germany. The project ended on 31 August 2022.

**Erasmus+ KA2 – CollegesWales International** is a partner in a Key Action 2 project led by CIPFP La Costera in Valencia, Spain. The project runs from December 2019 to October 2022 following an extension due to Covid-19. There are 9 partners in the project that focuses on the development of a partner search web platform called Erasmobility.

**CQFW Alignment Contract**

Welsh Government funding was received from April 2020 – March 2021 and from April 2021 to March 2022 to ensure continued alignment of the Credit and Qualifications Framework for Wales (CQFW) to the European Qualifications Framework (EQF) and to other UK National Frameworks.

**Active Wellbeing**

In partnership with Sport Wales, ColegauCymru is the lead organisation for sport, physical activity and volunteering in FE colleges in Wales, raising the profile of sport, physical activity and volunteering through college projects and promoting elite college sport.

During 2021/22 further development of Active Wellbeing at a strategic and delivery level continued, this included wider investment from Welsh Government via FE Mental Health and Wellbeing funding and the Winter of Wellbeing project.

## 2021/22 Achievements

- 6000+ FE learners participating in project funded activity - unique attendees.
- Welsh Government mental health funding criteria now supporting Active Wellbeing as an intervention
- Winter of Wellbeing funding – Sport Wales secured £236k, project successfully completed.
- Winter of Wellbeing funding – Welsh Government supported by Colegau Cymru £1.2million, project managed by Colegau Cymru in partnership with colleges.
- Welsh Government funding of £65k for Active Wellbeing national projects (research and events) Managed by Colegau Cymru.
- Strategic guidance leading to colleges employing new staff including students to support project delivery and expanding delivery to new campuses.
- Engagement work with Welsh Government Sport Policy and Post 16 teams including ministerial visits to events.
- Research projects funded by Sport Wales and Welsh Government published – Including the impact of the pandemic on sports learners and developing a better understanding of the connection between activity and wellbeing.
- Funding from Welsh Government to further develop Active Wellbeing research as a national strand of the mental health project.
- An increase focus on those groups potentially more affected by the pandemic.
- Strategic level support for colleges on return to sport and physical activity after the pandemic.
- Organising a safe return to competitive sport and events including FE Multisport Pembrey, AoC Sport National Championships, Regional Competitions and WOW related events.

Representing the FE sector as part of Sport Wales CSAP programme moving to the regionalisation of community sport in Wales.

## Welsh and Bilingual Projects

### Cymraeg Gwaith

The aim of the Cymraeg Gwaith scheme is to strengthen Welsh language skills in the workplace. The scheme is funded by the Welsh Government and developed by the National Centre for Learning Welsh. The Further Education and Higher Education Welsh Language Scheme is co-ordinated by the Coleg Cymraeg Cenedlaethol in partnership with ColegauCymru.

The aim of this scheme is to give staff in universities and colleges of further education the opportunity to develop their language skills to enable them to increase their use of Welsh in the workplace. The scheme is open (and free) to staff of universities and colleges of further education in Wales of all abilities, whether they are new or advanced learners.

During 2021/22 eleven colleges were part of the project with a target of 400 individuals undertaking 120 hours of Welsh during the year. The increase was due to the introduction of the self-study course which offered an additional route for staff to follow. During 21/22 467 staff registered on the course, however not all progressed on the self-study course. Following discussions with the Ganolfan, the completion date for the self-study course was revised and staff now have 15 months to complete. The project funding has been agreed from 1<sup>st</sup> April 2022 – 31<sup>st</sup> March 2023.

### Additional Learning Needs

ColegauCymru is running a Welsh Government funded project to support and challenge colleges as they prepare for the implementation of the Additional Learning Needs and Education Tribunal (Wales) Act in September 2023. As part of this, an ALN (Additional Learning Needs) Implementation Lead has been employed. On behalf of Welsh Government, ColegauCymru is also coordinating a series of projects on provision and practice in the Independent Living Skills (ILS) curriculum area. We are working with representatives from colleges and wider stakeholders to develop guidance on running supported internships as well as promoting effective quality systems within ILS provision.



As part of the support to colleges as they prepare for the implementation of ALNET, ColegauCymru has:

- Worked with transformation leads, LAs, FEIs, health boards and the third sector within the four regions to promote partnership.
- Delivered several on-line events to support the development of stakeholder policies.
- Worked with partners to deliver training programmes that enhance the skills of ALN staff.
- Worked with the sector and others to improve a national ALN Pathfinder information website.
- Worked with a Welsh university to develop a bespoke Masters Certificate in Autism (this has resulted in 70 staff from the 13 colleges achieving this specialist qualification).
- Produced and shared a number of key documents to support college ALN development.
- Developed a Hwb project sharing site to ensure all colleges can benefit from the development work going on across the Principality.
- Delivered ALN updates to governing boards and senior management teams across Wales.
- Established cluster groups to support colleges with current and future ALN developments.
- Organised ALN legal workshops to support understanding of the ALN Code and regulations.

#### **Independent Living Skills (ILS)**

ColegauCymru secured grant funding from Welsh Government to continue the ILS project to support colleges with the roll out of the new curriculum for ILS learners. The project supported the development of a set of standards and guidance for the delivery of supported internships as well as developing and implementing a system of peer review for ILS programmes based on RARPA principles. The project also enabled the continuation of the ILS network to support, share and develop effective curriculum practice and to prepare the sector for the implementation of the ALN Act

#### **Review of leadership in PCET**

ColegauCymru secured grant funding from the National Academy for Educational Leadership (NAEL) and contracted the Learning and Work Institute to undertake a review leadership in the Post-compulsory Education and Training (PCET) sector and to provide a series of independent recommendations for policy-makers and organisations. The review focused on the size and characteristics of the leadership population in post-16; recruitment, retention, talent management and succession planning; the nature of the current professional learning 'offer' to leaders – and what is needed; barriers (real and perceived) to entering leadership roles, progressing through to senior leadership, and staying in leadership roles and leaders' experience of their own and others' wellbeing.

The final report was completed in July 2022 and the recommendations were discussed at the Principals' Forum in November.

#### **Review of FE lecturer workload phase 3**

ColegauCymru was awarded grant funding from the Welsh Government to continue its coordination of the national social partnership steering group for workload review. The project enabled colleges to co-ordinate an in-depth evaluation to examine the impact of workload issues on the wider workforce. The workload project phase 3 supported the continuation of the independent consultant to chair a steering group, hosted by ColegauCymru and provide grant funding to each of the further education institutions (FEIs) and support them to create their action plans in collaboration with their local social partnerships.

#### **Knowledge Transfer Scheme**

ColegauCymru received funding from the Welsh Government to undertake an evaluation of the Knowledge Transfer Scheme (KTS). Delivered by all colleges across Wales, the KTS was a new concept aimed at funding the delivery of 'masterclasses' and/or research projects designed to accelerate and build expertise for staff and increase learners' knowledge and learning experience in subjects such as digital, green skills, retrofit construction and engineering. The aim of KTS was to bring in industry expertise with the express purposes of delivering new content and concepts, as opposed to teaching the current curriculum, this may in turn



lead to development of new programmes of learning and lead to better learner experience. In addition to the evaluation, ColegauCymru undertook the coordination of the individual projects ensuring that there was value for money in each one, identifying and reporting underspends within each project, and ensuring alignment with local, regional, and national needs.

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#### **Future Plans and Activities**

ColegauCymru will continue to monitor and influence, as far as possible, the establishment of, and transition of the sector into the Commission for Tertiary Education and Research, following the passage of the Tertiary Education and Research (Wales) Act, as well as the Social Partnerships Bill, along with other emerging legislation or proposals.

Since the UK has left the European Union, Wales must continue to maintain and develop international links by playing an active role in the continuous development of a common framework for improving transparency across European VET (Vocational Educational Training) systems. ColegauCymru has played an active role in advising the Welsh Government on developments in these initiatives to ensure that FE in Wales is connected to key regions and partner organisations across the world.

The UK continues to benefit from Erasmus+, until the end of the current budget plan (2014-2020) Following the impact of Covid-19 on overseas travel and, due to project extensions, we will continue to undertake staff and learner Erasmus+ visits until the end of 2023. ColegauCymru will also continue to extend its international work through Taith, Welsh Government's international exchange programme and The Turing Scheme, the UK government's mobility programme. The FE sector will also be included in Global Wales 3 programme alongside Higher Education and will continue to explore avenues to achieve some of the aims within its Internationalisation Strategy.

ColegauCymru will continue to work closely with Sport Wales, key stakeholders, and colleges to ensure that the FE sector is well placed in terms of future developments around active wellbeing. This includes facilitating projects funded by Welsh Government to support FE settings to promote physical, mental, and emotional wellbeing through increased access to creative, sporting, and cultural activities.



A key objective for ColegauCymru for 2022/23 will be to align our resources and activities to new and emerging challenges, including the likelihood of tighter public spending, the establishment of the new Commission for Tertiary Education and Research, and to the outcomes of the Vocational Qualifications Review, whilst also looking ahead to how we influence longer term system change. We will work closely with Members over the coming year to continue to enhance our relationships with Ministers and other key stakeholders. ColegauCymru will ensure that Members are kept abreast of key issues and remain focused on delivering Members' priorities for the benefit of learners and the wider communities in Wales.

The ColegauCymru Policy and Communications Team will continue to advocate for position change for learners and staff in the FE sector with consultation responses, briefings, correspondence to and meetings with Ministers, Cross Party Groups and working with a range of other policy organisations.

## GOVERNANCE REPORT

The Governance Report provides information on the membership of its Board, Committees and recent changes to its constitution and governing document.

### Board of Directors

	<p><b>CHAIR – GUY LACEY</b> CEO/PRINCIPAL, COLEG GWENT JOINED: JULY 2018</p>
	<p><b>DEPUTY CHAIR – SIMON PIROTTE</b> CEO/PRINCIPAL, BRIDGEND COLLEGE JOINED: 4 JANUARY 2020, Resigned 31 December 2022</p>

Guy was appointed CEO/Principal of Coleg Gwent in August 2015. Guy graduated from Oxford Brookes University and has post graduate qualifications in Secondary Education from Bath University. Guy has spent over 25 years in a number of UK schools and colleges and has gained knowledge of a wide range of approaches to the delivery of skills and training to meet the needs of young people and adults. In addition, Guy worked as a GCSE examiner for the University of Cambridge examinations syndicate and worked as a peer Inspector with Estyn for over ten years.

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Simon is Principal and Chief Executive of Bridgend College, rated as 'excellent' by Estyn (March 2016). Estyn commented that *"the Principal provides inspiring leadership that has had a significant impact on the transformation of the College"*. Simon is the winner of the 2018 Institute of Directors (UK) Director of the Year for the Public Sector. Bridgend College has achieved several prestigious awards including WhatUni UK FE College of the Year for Higher Education (2018); a UK AoC Beacon Award for Leadership and Governance (2018) and Apprenticeship Provider of the Year for Wales, Scotland, and Northern Ireland (2018). Bridgend College is the highest ranked FE College in the UK in the Times 100 Best Companies to work for in both 2017 and 2020. In 2019, Bridgend College was named Times Educational Supplement College of the Year.

He has worked in the education sector for over thirty years. This includes work in the Higher Education, Further Education and School sectors. He has also worked as a Head of Department in Los Angeles, USA on a year long Fulbright Scholarship.

Simon sits on the Advisory Board for Academi Wales and is a Board member of National Theatre Wales.

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**DIRECTOR/TRUSTEE – JEFF GREENIDGE**  
**CHAIR, LEARNING AND WORK INSTITUTE**  
**JOINED: 1 AUGUST 2019**

Jeff's career in education and training began as a teacher in the South Wales Valleys, then as a civil servant developing the National Curriculum for Modern Languages. He spent three years training PGCE students at Swansea University followed by a spell in developing European vocational and mobility Initiatives at the WJEC. Jeff joined Ufi in 1999 to help set up the first UK national network of learning online centres (learndirect). After managing the UK online learning delivery, Jeff left learndirect in 2015 to set up coaching and entrepreneurship programmes for individuals and businesses. He maintains a keen interest in supporting adults in learning and is on the Board of a number of UK Education and Training think Tanks.

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**DIRECTOR TRUSTEE – LOUISE CASELLA**  
**JOINED: 1 AUGUST 2019**

Louise joined the OU in January 2018 as Director of The Open University in Wales where she leads the strategic management, development and growth of the OU in Wales and is a member of the Vice Chancellor's Executive.

Prior to joining the OU Louise worked as an independent management consultant and interim manager, and assignments included periods at Stirling University, and at Wrexham Glyndwr University where she was Pro Vice-Chancellor for 18 months, supporting the university's recovery to a position of financial stability and academic vitality. Louise's substantive career was built at Cardiff University, where she held posts as Head of Planning, Senior Executive and Head of the Vice Chancellor's Office, chairing the professional services group and becoming Director of Strategic Development between 2004 and 2012.

Louise has held a variety of national NED, trustee and advisory roles including being a member of the CBI Wales Council for 10 years, a member of the Audit & Risk Committee for Sport Wales, and a trustee of the Millennium Stadium Charitable Trust. She also served on the Ministerial Review of Higher Education in Wales (2008-09) and has been an NED of the Office of the Independent Adjudicator for Higher Education, a member of the Higher Education Bursary and Scholarship Scheme UK board, a Trustee of Wrexham Glyndwr Students Union.

In September 2020, Louise was appointed by the Education Minister in Wales to Chair the Independent Review of Qualifications in Wales to consider arrangements for summer 2021.

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**DIRECTOR/TRUSTEE – DR PAUL SMART**  
JOINED: 4 JANUARY 2021

Vice Chair of Governing Body Coleg y Cymoedd  
(Chair of Resources Committee)

Having graduated with a BSc and PhD in Engineering, Paul commenced his career in Operational Research in both the gas and steel industries. He subsequently joined the UK manufacturing plant of an International Cosmetics company where he worked as both a Production Manager and Head of Human Resources. He subsequently took a role in the company's headquarters as UK Human Resources Director for Operations, Supply Chain, Finance, and IT.

After 37 years with the company, Paul has now retired but still works part-time as the company's Pension Liaison Manager and as a Pension Fund Trustee.

Paul has been a Governor of several FE colleges over a period of more than 20 years.

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**DIRECTOR/TRUSTEE – DR RHIANNON EVANS**  
JOINED: 24 NOVEMBER 2021

Dr Rhiannon Evans is a Senior Lecturer at Cardiff University. She is a member of the executive management team at the DECIPHer research centre, which focuses on the health and wellbeing of children and young people. She has extensive methodological expertise in intervention evaluation research, particularly in educational settings. Her substantive research interests focus on the promotion of mental health and wellbeing, in addition to the prevention of self-harm and suicide. She had led and supported national evaluations of education-based mental health services, including MHFA training for secondary-school staff and counselling provision. She has a particular focus on educational and health inequalities, notably outcomes for care-experienced children and young people.

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**DIRECTOR/TRUSTEE – Suzy Davies**  
JOINED: 24 NOVEMBER 2021

Following a career in arts marketing, Suzy Davies worked as a solicitor in Mid Wales before being elected to the Senedd in 2011. She has served on several Senedd committees including those covering education, skills, Welsh language and Brexit. She was Shadow Education Minister during the passage of the Curriculum Bill and was directly involved in scrutiny of education legislation and policy during her ten years in Cardiff Bay.

Suzy has volunteered and been a board member for several small Welsh charities and been a school governor. A founder member of the Welsh International Film Festival, she is currently a board member of the International Iris Prize LGBT+ Film Festival and Chair of the Wales

	<p>Tourism Alliance. A campaigner for more women in public life, she continues to mentor for Women's Equality Network Wales and Ethnic Youth Support Team.</p> <p>Email: <a href="mailto:suzy.davies.private@gmail.com">suzy.davies.private@gmail.com</a></p>
	<p><b>DEPUTY CHAIR – LISA THOMAS</b>  <b>CEO/PRINCIPAL, THE COLLEGE MERTHYR TYDFIL</b>  <b>JOINED: 4 JANUARY 2023</b></p> <p>Appointed as Principal and Chief Executive at the College Merthyr Tydfil in September 2018, Lisa joined the FE sector as Assistant Principal in September 2012. Lisa is a qualified teacher and has a Masters Degree in Education. Beginning her career as a History teacher in 1993 Lisa has over 25 years experience of leadership and management roles within secondary and further education and local government.</p> <p>As a member of Colegau Cymru, Lisa has represented the sector on a number of Welsh Government working groups and played an influential role in shaping government policy regarding the FE sector in Wales. She is also an experienced ESTYN peer inspector</p> <p>Email: <a href="mailto:l.thomas1@merthyr.ac.uk">l.thomas1@merthyr.ac.uk</a></p>

No director/trustee held any shares in the company at any time during the year.

#### Committees of the Board of Management

##### Audit Committee

Jeff Greenidge (Chair) appointed August 2019, Lynda Astell, Kath Coughlin (resigned) and Kathryn Robson.

##### Search Committee

Jeff Greenidge and Louise Casella and Rachel Cable

The directors of the subsidiary company were appointed by and from ColegauCymru's Board. On 30 November 2020 it was agreed to implement a common board for both companies and this was put into effect on 4 January 2021. The directors of the subsidiary during the period were as follows:

Guy Lacey (Chair)  
 Simon Pirotte (resigned)  
 Louise Casella  
 Jeff Greenidge  
 Paul Smart  
 Rhianon Evans  
 Suzy Davies  
 Lisa Thomas (appointed 4 January 2023)

All directors/trustees give their time voluntarily and receive no personal benefits from the charity. Any expenses reclaimed from the charity are set out in note 6 to the accounts.



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### Roles and Key Responsibilities

The Board is collectively responsible for the charity's long-term success. The Board sets its strategic aims, monitors the performance of management against the strategic aims, ensures good governance, assesses its risk appetite and ensures that effective controls are in place in the business.

The Chair, Guy Lacey plays a key role in helping to ensure a unified Board, facilitating meetings, and ensuring good governance. Meeting agendas are agreed in consultation with the Chief Executive and Company Secretary, although any Director may request that an item be added to the agenda.

Beyond matters reserved for the Board, the Chief Executive, David Hagendyk has primary responsibility for managing the day-to-day affairs of the charity and is supported by a senior team in implementing strategy and day to day management.

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### Activities

During 2021-22, the areas of focus for the Board included:

- Review of current Corporate Plan and development of a new operational plan
- Review of funding, income, and expenditure to continue to ensure the long-term financial sustainability of the organisation
- Ongoing scrutiny of risk management within the organisation
- Review and update policies to ensure compliance with current statutory responsibilities and a healthy, respectful, and innovative workplace.

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### Constitution

Under the Articles of Association, the Chair and Deputy Chair of the CEO/Principals' Forum are appointed the Chair and Deputy Chair of the charity Board. In accordance with the Articles of Association, the Board comprises of a minimum of five and a maximum of seven Trustees which may include up to two Chairs of Governing Bodies and up to three independent external professionals may be appointed Trustees. If there are vacancies, the Board may Co-opt Trustees provided the total number of Trustees does not exceed seven. The Chair and Deputy Chair shall serve concurrently for two years whilst the other Trustees may serve for an initial three years, with the option to seek re-appointment for a further three-year term. Due to the continuing impact of Covid-19 it was agreed to extend the term of office for the Chair and Deputy Chair to 31 December 2022. The Chair, Guy Lacey, has since been reappointed for a further term of office and a new Deputy Chair, Lisa Thomas, appointed from January 2023.

The Chair and Deputy Chair of the Board along with an Independent member is responsible for conducting the CEO's annual performance review and make recommendations to the Board, which is responsible for setting the CEO's remuneration package.

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### Induction and Development

The Trustees receive an information pack on their legal obligations under charity and company law. To assist them in carrying out their duties all Trustees are expected to meet the standards set out in the charity's Corporate Governance Code which aims to promote effective and well-informed governance.



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### Conflicts of Interest

All Trustees must immediately disclose conflicts, or potential conflicts, of interest. In addition, all Trustees sign an annual declaration and disclose their external appointments. Directors also let the Chairperson and Company Secretary know of any pending appointments and announce any new external appointments at the next Board meeting so that all the Board are made aware.

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### Board Meetings and Attendance

In 2021-22, the Board held four scheduled meetings. All directors are expected to attend meetings of the Board and of those Committees of which they are a member. When a Director is unable to participate in a meeting, the Chair will seek their views on key items ahead of the meeting so that these can be added to the discussion.

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### Risk Management

The Board has overall responsibility for the operation and effectiveness of the charity's system of internal controls and risk management. The system of controls is designed to manage the risk of failure to achieve business objectives, and comprises audited policies and procedures aimed at identifying and managing the most significant risks faced by the business.

The Trustees are of the view, that there is an ongoing process for identifying, evaluating and managing significant risks faced by ColegauCymru and that this process has been in place during the reporting period.

Delegated authority is granted to the following committees that operate under agreed terms of reference:

*Audit Committee -* to consider detailed reports together with recommendations for the improvement of systems of internal control and management's responses and implementation plans. The Committee meets at least twice a year, with the external auditors in attendance if requested.

*Search Committee -* the role of the Committee is to review the succession planning for the Board and to put in place processes to address this, reporting to the main Board.

The Board receives reports from the Chief Executive and the Audit Committee regarding risk and control issues and how it plans to address these issues.

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### Governing Document

ColegauCymru is a charitable company limited by guarantee and registered as a charity in January 1997. The company was established under a Memorandum of Association which establishes the objects and powers of the charitable company and is governed under its Articles of Association.

In the event of the charity being wound up after all its debts and liabilities have been satisfied and there remains any property, it shall not be paid to or distributed among the Members of the charity. Instead, shall be given or transferred to some other charity or charities having similar objects which prohibits the distribution of its income and property by its charity members at or before the time of dissolution and if that cannot be done then to some other charitable object.

### Financial Review

Total income for the group was £3,257,432, an increase of £1,524,938. The level of grant income received during the year significantly increased following a fall in the previous year due to the impact of Covid-19

The group made a surplus of £712,154 (2021: 481,358) after an actuarial adjustment on the defined benefit pension scheme. No pension asset or liability was recognised at the end of the year (2021 a liability of £262,000).

### Principal Funding Sources

ColegauCymru continued to be funded through college subscriptions during the year at a level sufficient to meet the budgetary requirements agreed by the Board. ColegauCymru received £830,391 funding through membership subscriptions from colleges and FE institutions.

### Going Concern Accounting Policy

The financial statements are prepared on a going concern basis. There are no material uncertainties in respect of the charity's ability to continue as a going concern for the foreseeable future, based on latest strategic plans and financial budgets.

### Investment Policy

In 2008 it was agreed that an investment should be made by the purchase of new office accommodation more suited to the needs of the charity. This took place on 20 August 2008 and constituted a major investment for the charity. However, the trustees are conscious of the need to also retain funds in a liquid form to meet the requirements of the charity. The trustees closely monitor the returns of the investments.

To secure the funds of the charity all investments are made in the company name. The trustees, having considered the operating requirements of the charity and the reserves policy have, for the purpose of security, adopted the policy of holding funds in an interest-bearing account with the balance placed on treasury deposit with a major clearing bank. The use of treasury deposits seeks to achieve the best interest rate possible for the funds with no risk attached, however due to the low rates of return on the current investment the policy is to be reviewed and updated.

### Reserves Policy

ColegauCymru is aware of the need to secure its viability beyond the immediate future and is committed to providing services over the longer term. To continue long term operations, it is necessary to be able to absorb unforeseen setbacks and be able to take advantage of opportunities which arise. To fulfil this requirement, the retention of adequate reserves is necessary. The target level of reserves which ColegauCymru should retain have been identified as follows:

<i>Capital Reserve</i>	To provide funds to meet the existing and future capital spend requirements of ColegauCymru.
<i>Investment Property</i>	Fair value revaluation on Freehold and Investment Property.
<i>Critical/Closure Costs</i>	To retain funds to meet the closure costs which would be incurred should ColegauCymru cease operations. This would allow for a managed cessation of operations and includes



- Notice of termination and redundancy costs for staff
- servicing equipment leasing arrangements
- building insurance
- building maintenance until such time as a sale can be agreed. A two-year period has been allowed for the sale of the property. It is proposed that the sale of the property will be used to meet the liabilities of the LGPS (Local Government Pension Scheme) pension scheme.

*Strategic Reserve* To meet the costing requirements of any strategic items identified within the designated reserves

*Free Reserves* To target free reserves, equivalent to six months operating costs, currently circa £580,000 to enable the completion or wind up of project and other activities

The ColegauCymru reserves policy is regularly reviewed by the Board of Directors to assess the values contained within and to ensure that it continues to meet the requirements of the charity.

The Directors have recognised the importance to the company of retaining the membership of all the colleges in Wales and of actively pursuing a policy to ensure that the company recognises the needs of the whole sector and caters for them appropriately.

They also recognise the importance to the company of winning bids for projects and research, both in terms of prestige and financial security and conversely the risks involved if the company is unsuccessful in this area.

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#### **Fforwm Services Limited**

Fforwm Services Limited was established in 1995 and is the charity's trading subsidiary. The company's principal activities include the provision of service contracts in areas relevant to the parent charity, CPD training for college staff and the wider post-16 education sector, property and equipment leasing. 2021/22 was a further year of change for the organisation with an increase in the previous year's contract service activity in Fforwm Services Ltd. The Directors are satisfied with the overall performance of the company during the year as the global pandemic restricted opportunities to seek out additional income. In future the company plans to continue to participate in contracted services and utilise conference events to provide additional income whilst supporting its policy objectives.

The company made a surplus for the year on ordinary activities of £8,885 (2021: loss of £3,326). A distribution of £8,100 (2021: £NIL) has been made to Colleges Wales / ColegauCymru Ltd.

During the year the company's turnover increased to £115,340 (2021: £81,470). A decision was taken not to hold an annual conference or CPD events during the year.

#### **Limited by Guarantee**

The company is limited by guarantee and as such has no shareholders. The members of the company are Wales' FE colleges and institutions.



### **Related Parties**

Due to the nature of the organisation, its membership and the composition of the Board, it is inevitable that transactions will take place with company members. All transactions involving subsidiaries, company members or organisations in which a member of the Board may have an interest are conducted at arm's length and in accordance with the organisation's financial regulations.

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### **TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS**

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Directors to prepare financial statements for each financial year. Under that law that Directors have elected to prepare the financial statements in accordance with United Kingdom General Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'. In preparing those financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charity SORP
- make sound judgments and estimates that are reasonable and prudent
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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### **STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS**

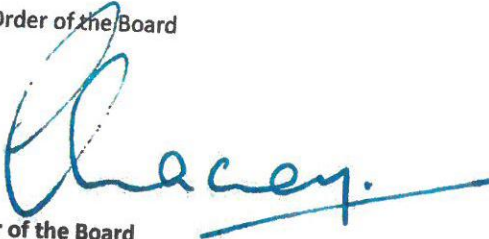
So far as the trustees are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the charitable company's auditors are unaware, and each trustee has taken all the steps that he ought to have taken as a Trustee to make himself aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

### Auditors

Subject to a diligent tendering process, Bevan Buckland LLP were appointed external auditors for a three year period, the ColegauCymru Board formally approved their appointment on 17 November 2022 following the option to extend the contract which was actioned in 2020 and a decision taken by the Board to extend the contract for a further one-year period to cover the 2020/21 financial statements due to the continuing restrictions caused by Covid-19.

This report has been prepared in accordance with the Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and in accordance with the provisions applicable to companies subject to small companies' regime of the Companies Act 2006.

By Order of the Board



Chair of the Board

Date

Guy Lacey



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**REFERENCE AND ADMINISTRATIVE INFORMATION**

Company Number:	2832103
Registered Charity Number:	1060182
Registered Office and operational address:	Unit 7 Cae Gwyrdd Greenmeadow Springs Tongwynlais Cardiff CF15 7AB
Auditors:	Bevan Buckland LLP Ground Floor Cardigan House Castle Court Swansea Enterprise Park SA7 9LA
Solicitors:	Capital Law Capital Building Tyndall Street Cardiff CF10 4AZ
Bankers:	Barclays Bank plc PO Box 69 Cardiff CF1 1SG

**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
**(Limited by Guarantee)**  
**INDEPENDENT AUDITORS' REPORT**  
**TO THE TRUSTEES OF COLLEGES WALES / COLEGAU CYMRU**  
**FOR THE YEAR ENDED 31 JULY 2022**

**Opinion**

We have audited the financial statements of Colleges Wales / Collegau Cymru Limited (parent charity) and its subsidiary (the 'group') for the year ended 31 July 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, Charity Balance Sheet, the consolidated 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 group's and parent charitable company's affairs as at 31 July 2022 and of the group's 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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the 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**

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

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

**Other Information**

The trustees 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 we do not express any form of assurance conclusion thereon.



**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
**(Limited by Guarantee)**  
**INDEPENDENT AUDITORS' REPORT**  
**TO THE TRUSTEES OF COLLEGES WALES / COLEGAU CYMRU**  
**FOR THE YEAR ENDED 31 JULY 2022**

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, 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.

**Opinion 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has 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 its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

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; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees Responsibilities, 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'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 charitable company or to cease operations, or have no realistic alternative but to do so.

**Our 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 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.

**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
(Limited by Guarantee)  
**INDEPENDENT AUDITORS' REPORT**  
**TO THE TRUSTEES OF COLLEGES WALES / COLEGAU CYMRU**  
**FOR THE YEAR ENDED 31 JULY 2022**

**Extent to which the audit was considered capable of detecting irregularities, including fraud**

We identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, and then, design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

We discussed our audit independence complying with the Revised Ethical Standard 2019 with the engagement team members whilst planning the audit and continually monitored our independence throughout the process.

**Identifying and assessing potential risks related to irregularities**

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- enquiring of management, including obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
- the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- discussing among the engagement team how and where fraud might occur in the Financial Statements and any potential indicators of fraud. As part of this discussion, we identified potential for fraud in the following areas:
  - Management override of controls
  - obtaining an understanding of the legal and regulatory frameworks that the group operates in, focusing on those laws and regulations that had a direct effect on the Financial Statements or that had a fundamental effect on the operations of the group. The key laws and regulations we considered in this context included the UK Companies Act and relevant tax legislation.

**Audit response to risks identified**

In addition to the above, our procedures to respond to risks identified included the following:

- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with relevant laws and regulations;
- enquiring of management concerning actual and potential litigation and claims; performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and reviewing correspondence with HMRC; and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments;
- assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and
- evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.


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.



**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
(Limited by Guarantee)  
**INDEPENDENT AUDITORS' REPORT**  
**TO THE TRUSTEES OF COLLEGES WALES / COLEGAU CYMRU**  
**FOR THE YEAR ENDED 31 JULY 2022**

**Use of our report**

This report is made solely to the group'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 group's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the group and the group's members as a body, for our audit work, for this report, or for the opinions we have formed.

  
Michael Jones (Senior Statutory Auditor)  
for and on behalf of Bevan Buckland LLP  
Chartered Accountants  
And Statutory Auditors  
Ground Floor  
Cardigan House  
Castle Court  
Swansea Enterprise Park  
Swansea  
SA7 9LA

Date: 17/4/2023

**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
**(Limited by Guarantee)**  
**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES**  
**AND CONSOLIDATED INCOME EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 JULY 2022**

	Note	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
<b>INCOME AND ENDOWMENTS FROM</b>					
Charitable activities:	2				
Annual subscriptions		830,391	-	830,391	660,844
Advancement of education for the benefit of the general public		17,164	2,276,698	2,293,862	979,663
Other trading activities:					
Commercial trading operations	5	115,340	-	115,340	81,470
Investments	3	17,839	-	17,839	10,517
<b>Total income</b>		<b>980,734</b>	<b>2,276,698</b>	<b>3,257,432</b>	<b>1,732,494</b>
<b>EXPENDITURE ON</b>					
Charitable activities					
Advancement of education for the benefit of the general public	6	684,572	2,282,219	2,966,791	1,757,319
Other trading activities:					
Commercial trading operations	5	106,487	-	106,487	84,817
<b>Total expenditure</b>		<b>791,059</b>	<b>2,282,219</b>	<b>3,073,278</b>	<b>1,842,136</b>
<b>NET INCOME / (EXPENDITURE)</b>		<b>189,675</b>	<b>(5,521)</b>	<b>184,154</b>	<b>(109,642)</b>
Transfers between funds		(5,521)	5,521	-	-
<b>OTHER RECOGNISED GAINS / (LOSSES)</b>					
Fair Value Adjustment		160,000		160,000	-
Actuarial gain / (loss) on defined benefit scheme		368,000	-	368,000	591,000
<b>Net movement in funds in year</b>		<b>712,154</b>		<b>712,154</b>	<b>481,358</b>
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward	15	925,218	-	925,218	443,860
<b>TOTAL FUNDS CARRIED FORWARD</b>	15	<b>1,637,372</b>	<b>-</b>	<b>1,637,372</b>	<b>925,218</b>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.



**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
(Limited by Guarantee)  
COMPANY NO. 2832103  
**CONSOLIDATED BALANCE SHEET**  
**FOR THE YEAR ENDED 31 JULY 2022**

	Note	2022		2021	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	10		316,071		409,724
Investment Property	11		275,000		115,000
			<b>591,071</b>		<b>524,724</b>
<b>CURRENT ASSETS</b>					
Debtors	13	336,948		194,202	
Cash at bank and in hand		2,363,899		1,771,949	
		<b>2,700,847</b>		<b>1,966,151</b>	
<b>CREDITORS: amounts falling due within one year</b>	14	<b>(1,654,546)</b>		<b>(1,303,657)</b>	
<b>NET CURRENT ASSETS</b>			<b>1,046,301</b>		<b>662,494</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>1,637,372</b>		<b>1,187,218</b>
<b>Defined pension scheme liability</b>	20		-		(262,000)
<b>TOTAL ASSETS</b>			<b>1,637,372</b>		<b>925,218</b>
<b>Represented by:</b>					
<b>FUNDS</b>					
Unrestricted funds	15		1,637,372		925,218
Restricted funds	15		-		-
			<b>1,637,372</b>		<b>925,218</b>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The notes on pages 29 to 55 form part of these accounts.

The Financial Statements were approved by the Board of Trustees on 17/4/2023 and signed on their behalf by:



Guy Lacey - Director & Trustee

**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
**Company Number: 2832103**  
**(Limited by Guarantee)**  
**CHARITY BALANCE SHEET**  
**FOR THE YEAR ENDED 31 JULY 2022**

	Note	2022		2021	
		£	£	£	£
<b>FIXED ASSETS</b>					
Tangible assets	9		314,867		406,896
Investment Property	11		275,000		115,000
Investments	12		100		100
			<b>589,967</b>		<b>521,996</b>
<b>CURRENT ASSETS</b>					
Debtors	13	684,801		194,763	
Cash at bank and in hand		<b>1,969,924</b>		<b>1,750,410</b>	
		<b>2,654,725</b>		<b>1,945,173</b>	
<b>CREDITORS: amounts falling due within one year</b>	14	<b>(1,620,135)</b>		<b>(1,291,978)</b>	
<b>NET CURRENT ASSETS</b>			<b>1,034,590</b>		<b>653,195</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<b>1,624,557</b>		<b>1,175,191</b>
<b>Defined pension scheme (liability) / asset</b>	20		-		(262,000)
<b>TOTAL ASSETS</b>			<b>1,624,557</b>		<b>913,191</b>
<b>Represented by:</b>					
<b>FUNDS</b>					
Unrestricted funds	15		<b>1,624,557</b>		<b>913,191</b>
Restricted funds	15				-
			<b>1,624,557</b>		<b>913,191</b>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The notes on pages 29 to 55 form part of these accounts.

The Financial Statements were approved by the Board of Trustees on 17/4/2023 and signed on their behalf by:



Guy Lacey - Director & Trustee



**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
**(Limited by Guarantee)**  
**CONSOLIDATED CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 JULY 2022**

	Note	2022 £	2021 £
<b>Net cash inflow / (outflow) from operating activities:</b>		595,718	6,357
<b>Cash flows from investing activities:</b>			
Interest received		975	247
Capital expenditure		(4,741)	(1,698)
<i>Net cash used in investing activities</i>		(3,766)	(1,451)
<b>Change in cash and cash equivalents in the reporting period</b>		591,952	4,906
<b>Cash and cash equivalents at the beginning of the reporting period</b>		1,771,947	1,767,041
<b>Cash and cash equivalents at the end of the reporting period</b>		2,363,899	1,771,947

**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
**(Limited by Guarantee)**  
**NOTES TO THE CONSOLIDATED CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 JULY 2022**

<b>1 Reconciliation of net consolidated incoming resources for the year to net cash inflow from operating activities</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Net income for the year before taxation	184,154	(109,642)
Depreciation charge	27,102	29,356
Property Impairment	71,293	
(Increase) / Decrease in debtors	(142,745)	41,576
(Decrease) / Increase in creditors	350,889	(67,686)
Interest received	(975)	(247)
Defined benefit pension scheme contributions	(156,000)	(146,000)
Defined benefit pension scheme operating cost	259,000	249,000
Net finance expenses from the pension scheme	3,000	10,000
<b>Net cash inflow / (outflow) from operating activities</b>	<b>595,718</b>	<b>6,357</b>

<b>2 Analysis of changes in net fund</b>	<b>At 31 July 2021</b>	<b>Cash Flows</b>	<b>At 31 July 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Cash at bank and in hand	1,771,947	591,952	2,363,899



**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
**(Limited by Guarantee)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**1. PRINCIPAL ACCOUNTING POLICIES**

**Basis of Accounting and assessment of going concern**

The financial statements of the charitable company, 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 Companies Act 2006. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value.

The financial statements are prepared on a going concern basis. There are no material uncertainties in respect of the group's ability to continue as a going concern for the foreseeable future, based on latest strategic plans and financial budgets.

**Basis of consolidation**

The financial statements consolidate the results of the charity and its wholly owned subsidiary Fforwm Services Ltd 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.

**Incoming Resources**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Subscription fee income is accounted for on an accruals basis and is recognised in the period of membership.

Income from courses and conferences is recognised when the respective event occurs.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

**Allocation of support costs**

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

**Resources expended**

Expenditure is recognised on an accrual basis as a liability is incurred. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities, and its services for its beneficiaries. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fee and costs linked to the strategic management of the charity. All costs allocated between the expenditure categories of the SOFA are on a basis designed to reflect the use of the resources. Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities. A note of these costs are detailed in note 6.

**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
(Limited by Guarantee)  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JULY 2022**

**PRINCIPAL ACCOUNTING POLICIES - (Cont'd)**

**Tangible Fixed Assets**

The cost of tangible fixed assets is their purchase cost, together with any incidental costs of acquisition.

Depreciation is calculated so as to write off the cost of tangible fixed assets, less their estimated residual values, on a straight line basis over the expected useful economic life of the assets as follows:

Buildings	50 years*
Computer equipment	3 years
Office equipment	5 years
Fixtures and fittings	10 years

\* Buildings - The building was subject to an impairment charge in 2014/15. Following this the revised value of the property was depreciated on a straight line basis over the remaining 43 years.

**Investment property**

Mixed use property are required to be shown between freehold property and Investment property, the proportion of Investment property has been valued based on a square foot use and then adjusted to its fair value.

Investment property are measured initially at cost, including transaction costs. Subsequent to initial recognition, investment property is shown at most recent valuation. Any aggregate surplus or deficit arising from changes in fair value is recognised in the statement of comprehensive income.

Investment properties are derecognised when either they have been disposed of or when the investment property is permanently withdrawn from use and no future economic benefit is expected from its disposal

**Financial Instruments**

The group has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial Instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

**Basic Financial Assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

**Classification of Financial Liabilities**

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the company after deducting all of its liabilities.



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**PRINCIPAL ACCOUNTING POLICIES - (Cont'd)**

**Basic Financial Liabilities**

Basic financial liabilities, including creditors, bank loans and loans from fellow group companies are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

**Pension**

Pension costs are accounted for on the basis of charging the cost of providing pensions over the period during which the company benefits from the employees services. The Charity pension scheme is a defined benefits scheme.

The Charity participates in the Cardiff and Vale of Glamorgan Pension Fund, a defined benefit scheme for employees. The assets of the scheme are held separately from those of the charity. Many of the key financial assumptions are derived from the yields on AA rated corporate bonds or from yields on Government bonds with the objective of reflecting a best estimate of future experience.

The fund is valued at least every three years by a professionally qualified independent actuary with the rates of contribution payable being determined by the trustees on the advice of the actuary. In the intervening years, the actuary reviews the progress of the scheme. Pension scheme assets are valued at the market value at the balance sheet date. The pension scheme deficit is recognised in full on the balance sheet.

**Fund accounting**

The various types of funds for which the Charity is responsible and which require separate disclosure, are as follows:

**Unrestricted funds**

Funds which are expendable at the discretion of the directors in furtherance of the objects of the charity.

**Restricted funds**

Subscriptions and grants whose use is restricted to purposes specified by the donor. Such purposes are within the overall aims of the organisation.

**Irrecoverable VAT**

All resources expended are classified under activity headings that aggregate all costs related to the category. Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

**Foreign Currencies**

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

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**PRINCIPAL ACCOUNTING POLICIES - (Cont'd)**

**Leases**

Rentals receivable under operating leases are charged to the income statement on a straight-line basis over the term of the relevant lease.

**Legal Status of the charity**

The Charity is a company limited by guarantee and has no share capital. 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.

**Taxation**

The Company is registered as a Charity and as such tax exemption applies to the income arising from and expended on charitable activities and to its investment income and gains.

Its subsidiary company, Forwm Services Limited, gifts their surplus to its holding company. Any surplus remaining is subject to corporation tax.

**Employee Benefits**

The group provides a range of benefits to employees, including paid holiday arrangement and defined benefit and defined contribution pension plans.

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

**Accounting estimates and key judgements**

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. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

(i) Retirement benefit liabilities - as disclosed in note 20. Year end recognition of the liabilities under these schemes and the valuation of assets held to fund these liabilities require a number of significant assumptions to be made, relating to levels of scheme membership, key financial market indicators such as inflation and expectations on future salary growth and asset returns. These assumptions are made by the Charity in conjunction with the schemes' actuaries. For each 0.1% change in the discount rate net of inflation, the carrying amount of pension obligations would change by an estimated £56,000.

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<b>2 Charitable Activities - Group</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total 2022</b>	<b>Total 2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Annual subscriptions:				
General subscriptions	704,119	-	704,119	546,818
EU/International subscription	61,155	-	61,155	57,518
Sports subscription	65,117	-	65,117	56,508
Advancement of education for the benefit of the general public:				
Representational Activities	5,192	-	5,192	63,347
Research/Project Activities	11,972	2,276,698	2,288,670	916,316
Training Activities	-	-	-	-
	<b>847,555</b>	<b>2,276,698</b>	<b>3,124,253</b>	<b>1,640,507</b>
<b>3 Investments - Group</b>	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total 2022</b>	<b>Total 2021</b>
Bank Interest	975	-	975	247
Rental Income	16,864	-	16,864	10,270
	<b>17,839</b>	<b>-</b>	<b>17,839</b>	<b>10,517</b>

**4 Results of the Parent Company**

A separate statement of financial activities and income and expenditure account are not presented for the charity itself following the exemptions afforded by section 408 of the Companies Act 2006 . The parent company's gross income and deficit for the year are as follows:-

	<b>2022</b>	<b>2021</b>
Gross Income	3,143,060	1,651,003
Deficit before actuarial gains/(losses) on pension scheme	353,559	(106,314)



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**5 Commercial trading operations and investment in trading subsidiary**

The company has a wholly owned trading subsidiary, Fforwm Services Limited incorporated in England and Wales, which it acquired on 14 July 1995. Fforwm Services Limited was established to conduct the business activities of Colleges Wales / Colegau Cymru Limited, its parent company. These activities currently comprise the provision of professional training, development courses and property and equipment leasing. The net assets of the subsidiary are £19,916 (2021: £12,031).

The trading results are shown below :

	2022 £	2021 £
Turnover	115,340	81,470
Cost of sales	(96,129)	(74,431)
Gross profit	19,211	7,039
Administrative expenses	(10,358)	(10,386)
Operating profit	8,853	(3,347)
Interest receivable and similar income	32	21
(Loss) / Profit on ordinary activities	8,885	(3,326)
Tax on profit on ordinary activities	-	-
(Loss) / Profit for the financial year	8,885	3,326
Retained earnings at beginning of year	12,031	15,357
Dividends	(8,100)	
Retained earnings at end of year	12,816	12,031

These results are wholly included in the consolidated financial statements

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**6 Resources expended - Group**

	Basis of Allocation	Representation & Support	Research & Dev, Inc Projects	Management & Governance	2022 £	2021 £
<b>Costs Directly Allocated to Activities</b>						
Educational Advancement	Direct	185	1,835,786	-	1,835,971	669,198
Staff costs	Direct	378,219	479,881	22,030	880,130	909,350
Travel	Direct	2,368	3,303	2,480	8,151	1,318
<b>Support costs Allocated to Activities</b>						
Accommodation	Staff time	8,443	11,778	541	20,762	16,006
Administration & Bank Charges	Staff time	19,544	22,968	1,054	43,566	42,464
Fees and charges	Staff time	22,874	31,909	8,430	63,213	79,820
Public affairs and other costs	Staff time	18,594	-	-	18,594	12,012
Depreciation	Staff time	10,212	14,245	654	25,111	27,151
Property Impairment	Staff time	29,230	40,637	1,426	71,293	-
<b>Total Resources Expended</b>		<b>489,669</b>	<b>2,440,507</b>	<b>36,815</b>	<b>2,966,791</b>	<b>1,757,319</b>

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**7 Directors and employees - Group**

No trustees received any remuneration for their services to the company in 2022 or 2021.

No trustees received travel and subsistence expenses in 2022 and 2021.

The average number of persons employed by the company during the year was 15 (2021: 14).

Staff costs for the above consisted of :	2022 £	2021 £
Wages and salaries	120,307	292,520
Salaries, Social Security & Pension costs allocated to projects	362,369	298,506
Pension actuary adjustment	106,000	113,000
Pension costs	155,071	148,361
Social security costs	57,543	56,961
Recruitment costs	30,092	-
	<b>831,382</b>	<b>909,348</b>

Emoluments of higher paid employees (excluding pension contributions): £100,000 to £110,000	2022	2021
	<b>1</b>	<b>1</b>

The Pensions Contributions relating to the highest paid employee amount to £25,923 (2021: £29,837)

During the year the total employee benefits received by key management personnel amounted to £109,957 (2021: £143,202).

The average number of employees during the year, calculated on the basis of full time equivalents, was as follows:

	2022	2021
Representation & Support	9	9
Research & Development, inc. Projects	5	4
Governance	1	1
	<b>15</b>	<b>14</b>

**8 Net incoming / (outgoing) resources - Group**

Net incoming / (outgoing) resources are stated after charging / (crediting) the following :	2022 £	2021 £
Depreciation on owned tangible fixed assets	27,102	29,356
Operating lease rental:		
Land and buildings	45,250	44,250
Auditors' remuneration:		
Audit work (group & companies)	6,750	6,750
Non-audit work	6,167	6,167
Legal and professional fees	12,334	12,334



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**9 Analysis of pension costs charged to the Statement of Financial Activities - Group**

	2022 £	2021 £
Current service charge	259,000	249,000
<b>Total operating charge to Statement of Financial Activities</b>	<b>259,000</b>	<b>249,000</b>
	2022 £	2021 £
Interest income on scheme assets	(63,000)	(42,000)
Interest expense on defined benefit obligation	66,000	52,000
<b>Interest charged to Statement of Financial Activities</b>	<b>3,000</b>	<b>10,000</b>
<b>Net cost to Statement of Financial Activities</b>	<b>262,000</b>	<b>259,000</b>

**10 Tangible fixed assets - Group**

	Freehold Property £	Office equipment £	Fixtures & Fittings £	Computer equipment £	Total £
<b>Cost</b>					
At 1 August 2021	686,513	75,779	94,285	81,847	938,424
Additions	-	162	-	4,579	4,741
Disposals	-	(2,036)	-	(717)	(2,753)
Reclassification	(71,293)	-	-	-	(71,293)
<b>At 31 July 2022</b>	<b>615,220</b>	<b>73,905</b>	<b>94,285</b>	<b>85,709</b>	<b>869,119</b>
<b>Depreciation</b>					
At 1 August 2021	304,906	68,738	88,690	66,365	528,699
Charge for the year	10,314	6,256	1,094	9,438	27,102
Disposals	-	(2,036)	-	(717)	(2,753)
Reclassification	-	-	-	-	-
<b>At 31 July 2022</b>	<b>315,220</b>	<b>72,958</b>	<b>89,784</b>	<b>75,086</b>	<b>553,048</b>
<b>Net book value</b>					
At 31 July 2022	300,000	947	4,501	10,623	316,071
At 31 July 2021	381,606	7,041	5,595	15,482	409,724

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**10 Tangible fixed assets - Company**

	Freehold Property £	Office equipment £	Fixtures & Fittings £	Computer equipment £	Total £
<b>Cost</b>					
At 1 August 2021	686,513	59,025	63,051	66,375	874,964
Additions	-	162	-	4,213	4,375
Disposals	-	(1,998)	-	(495)	(2,493)
Impairment	(71,293)	-	-	-	(71,293)
<b>At 31 July 2022</b>	<b>615,220</b>	<b>57,189</b>	<b>63,051</b>	<b>70,093</b>	<b>805,553</b>
<b>Depreciation</b>					
At 1 August 2021	304,906	52,893	57,534	52,735	468,068
Charge for the year	10,314	5,370	1,072	8,355	25,111
Disposals	-	(1,998)	-	(495)	(2,493)
Reclassification	-	-	-	-	-
<b>At 31 July 2022</b>	<b>315,220</b>	<b>56,265</b>	<b>58,606</b>	<b>60,595</b>	<b>490,686</b>
<b>Net book value</b>					
At 31 July 2022	300,000	924	4,445	9,498	314,867
At 31 July 2021	381,607	6,132	5,517	13,640	406,896

**11 Investment Property - Group**

	2022 £	2021
<b>FAIR VALUE</b>		
At 1 August 2021		
Fair value adjustment	115,000	115,000
	160,000	-
<b>At 31 July 2022</b>	<b>275,000</b>	<b>115,000</b>

This relates to a proportion of the freehold property held by the charity which is leased out to a third party organisation. Due to a change in accounting standards, the proportion of the property leased out requires to be shown as investment property.

The property was valued by an external valuer, Alder King LLP on 13th September 2022.

The trustees do not believe there to be a material difference of the investment property between the year end date and the date of the valuation.

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<b>12 Fixed asset Investments - Company</b>	<b>Company 2022 £</b>	<b>Company 2021 £</b>
Investment in subsidiary	100	100

Information relating to the charity's trading subsidiary, Fforwm Services Limited, registered in England and Wales and its activities during the year, are shown in note 5.

<b>13 Debtors</b>	<b>Group 2022 £</b>	<b>Company 2022 £</b>	<b>Group 2021 £</b>	<b>Company 2021 £</b>
Amounts falling due within one year				
Trade debtors	18,847	847	2,542	2,542
Accrued income	276,011	271,012	163,960	156,119
Amounts due from subsidiary undertaking	-	377,765	-	15,595
Prepayments	42,090	35,177	27,700	20,507
	<b>336,948</b>	<b>684,801</b>	<b>194,202</b>	<b>194,763</b>

<b>14 Creditors : amounts falling due within one year</b>	<b>Group 2022 £</b>	<b>Company 2022 £</b>	<b>Group 2021 £</b>	<b>Company 2021 £</b>
Trade creditors	219,828	219,327	53,438	52,794
Accruals	668,429	650,011	160,674	154,445
Deferred income	742,751	730,188	1,071,785	1,065,022
Other taxation and social security	23,538	20,609	17,760	19,717
	<b>1,654,546</b>	<b>1,620,135</b>	<b>1,303,657</b>	<b>1,291,978</b>



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15 Funds - Group	At 01.08.21 £	Incoming resources	Resources expended	Transfer between fund	Other recognised gain/loss	At 31.07.22 £
<b>Unrestricted funds</b>						
General Fund	100,492	980,734	(692,664)	(10,262)	368,000	746,300
Capital Asset Reserve	524,726	-	(98,395)	4,741	160,000	591,072
Critical / Closure costs	240,000	-	-	-	-	240,000
Strategic reserve	40,000	-	-	-	-	40,000
Capital Spend Reserve	20,000	-	-	-	-	20,000
	925,218	980,734	(791,059)	(5,521)	528,000	1,637,372
<b>Restricted funds</b>						
Project Activities	-	2,276,698	(2,282,219)	5,521	-	-
<b>TOTAL FUNDS</b>	925,218	3,257,432	(3,073,278)	-	528,000	1,637,372

The restricted funds received during the year were as follows:

	Opening balance £	Income £	Expenditure £	Transfer from unrestricted funds £	Closing balance £
Erasmus + Migrant Sport	-	299	-	(299)	-
Erasmus + Staff 2019	-	21,030	22,572	1,542	-
ILS	-	21,984	21,984	-	-
ALN - Advisor	-	147,177	147,177	-	-
ALN - Advisor	-	28,628	28,628	-	-
Active Wellbeing	-	45,000	45,000	-	-
Active Wellbeing	-	6,227	6,227	-	-
Sport	-	44,954	44,954	-	-
Sport	-	103,569	103,569	-	-
SPW WOW	-	226,100	226,100	-	-
WG WOW	-	30,000	30,000	-	-
WG SOF	-	12,833	12,833	-	-
Cymraeg Gwaith	-	251,539	251,539	-	-
Welsh/Cymraeg Gwaith	-	116,694	116,694	-	-
Turing	-	466,025	466,025	-	-
Transitions (TIP)	-	18,933	18,933	-	-
Erasmus + Learner 2019	-	316,793	316,793	-	-
Workload	-	337,428	337,428	-	-
Workload	-	6,151	6,151	-	-
BFL	-	25,000	26,323	1,323	-
Governance	-	19,500	19,538	38	-
KTS	-	30,000	30,000	-	-
Erasmus + Staff 20	-	-	1,291	1,291	-
EQF Workplan	-	834	834	-	-
Erasmus + Learner 2020	-	-	1,626	1,626	-
	-	2,276,698	2,282,219	5,521	-

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**15 Funds - (Con't)**

**Funds - Charity**

Unrestricted funds	At 01.08.21 £	Incoming resources	Resources expended	Transfer between fund	Other Recognised Gain/Loss	At 31.07.22 £
General Fund	91,295	873,462	(588,171)	(9,896)	368,000	734,690
Capital Asset Reserve	521,896	-	(96,404)	4,375	160,000	589,867
Critical / Closure costs	240,000	-	-	-	-	240,000
Strategic reserve	40,000	-	-	-	-	40,000
Future Capital Reserve	20,000	-	-	-	-	20,000
	913,191	873,462	(684,575)	(5,521)	528,000	1,624,557
<b>Restricted funds</b>						
Research/Project Activities	-	2,276,698	(2,282,219)	5,521	-	-
<b>TOTAL FUNDS</b>	913,191	3,150,160	(2,966,794)	-	528,000	1,624,557

The restricted funds received during the year were as follows:

	Opening balance £	Income £	Expenditure £	Transfer to / from unrestricted funds £	Closing balance £
Erasmus + Migrant Sport	-	299	-	(299)	-
Erasmus + Staff 2019	-	21,030	22,572	1,542	-
ILS	-	21,984	21,984	-	-
ALN - Advisor	-	147,177	147,177	-	-
ALN - Advisor	-	28,628	28,628	-	-
Active Wellbeing	-	45,000	45,000	-	-
Active Wellbeing	-	6,227	6,227	-	-
Sport	-	44,954	44,954	-	-
Sport	-	103,569	103,569	-	-
SPW WOW	-	226,100	226,100	-	-
WG WOW	-	30,000	30,000	-	-
WG SOF	-	12,833	12,833	-	-
Cymraeg Gwaith	-	251,539	251,539	-	-
Welsh/Cymraeg Gwaith	-	116,694	116,694	-	-
Turing	-	466,025	466,025	-	-
Transitions (TIP)	-	18,933	18,933	-	-
Erasmus + Learner 2019	-	316,793	316,793	-	-
Workload	-	337,428	337,428	-	-
Workload	-	6,151	6,151	-	-
BFL	-	25,000	26,323	1,323	-
Governance	-	19,500	19,538	38	-
KTS	-	30,000	30,000	-	-
Erasmus + Staff 20	-	-	1,291	1,291	-
EQF Workplan	-	834	834	-	-
Erasmus + Learner 2020	-	-	1,626	1,626	-
	-	2,276,698	2,282,219	5,521	-

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**15 Funds - (Con't)**

**Comparatives for movement in funds - Group**

Unrestricted funds	At 01.08.20 £	Incoming resources	Resources expended	Transfer between fund	Other Recognised Gain/Loss	At 31.07.21 £
General Fund	98,397	835,626	(903,622)	(520,909)	591,000	100,492
Capital Asset Reserve	45,463	-	(29,356)	508,619	-	524,726
Strategic reserve	240,000	-	-	-	-	240,000
Capital Spend Reserve	40,000	-	-	-	-	40,000
International Curriculum Development	20,000	-	-	-	-	20,000
	443,860	835,626	(932,978)	(12,290)	591,000	925,218
Restricted funds						
Research/Project Activities	-	896,868	(909,158)	12,290	-	-
<b>TOTAL FUNDS</b>	<b>443,860</b>	<b>1,732,494</b>	<b>(1,842,136)</b>		<b>591,000</b>	<b>925,218</b>

The restricted funds received during the year were as follows:

	Opening balance £	Income £	Expenditure £	Transfer from unrestricted funds £	Closing balance £
Erasmus + Migrant Sport	-	5,719	-	(5,719)	-
VocTech	-	9,625	9,625	-	-
EQAVET Restricted Call 3	-	38,809	44,818	6,009	-
Erasmus + Staff 2019	-	-	109	109	-
ILS	-	12,840	13,103	263	-
ARAD	-	2,156	2,156	-	-
ALN Advisor	-	144,778	144,947	169	-
Construction	-	219	219	-	-
Sport	-	148,840	148,840	-	-
Erasmus + Staff 18	-	76	933	857	-
Welsh	-	373,300	373,300	-	-
Flexible Adult Learning	-	83,717	85,534	1,817	-
Transitions (TIP)	-	1,067	1,067	-	-
Erasmus + Learner 18	-	4,946	3,789	(1,157)	-
HSC	-	1,470	1,470	-	-
ECVET	-	2,757	2,929	172	-
KA2	-	2,545	2,545	-	-
Erasmus + Learner 2019	-	-	525	525	-
Workload	-	32,546	32,546	-	-
EQF Workplan	-	31,458	40,703	9,245	-
	-	896,868	909,158	12,290	-



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**15 Funds - (Con't)**

A current year 12 months and prior year 12 months combined position is as follows:

	At 01.08.20 £	Incoming resources	Resources expended	Transfer between fund	Other Recognised Gain/Loss	At 31.07.22 £
<b>Unrestricted funds</b>						
General Fund	98,397	1,816,360	(1,596,286)	(531,171)	959,000	746,300
Capital Asset Reserve	45,463	-	(127,751)	513,360	160,000	591,072
Critical / Closure costs	240,000	-	-	-	-	240,000
Strategic Reserve	40,000	-	-	-	-	40,000
Capital Spend Reserve	20,000	-	-	-	-	20,000
	443,860	1,816,360	(1,724,037)	(17,811)	1,119,000	1,637,372
<b>Restricted funds</b>						
Research/Project Activities	-	3,173,566	(3,191,377)	17,811	-	-
<b>TOTAL FUNDS</b>	443,860	4,989,926	(4,915,414)	-	1,119,000	1,637,372

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**15 Funds - (Con't)**

**Taith 2022 (staff and learner)** - This project is enabling 52 FE learners and over 300 staff to undertake 3 to 14 days study/training/volunteering/work experiences worldwide. The project will end on 31 August 2023.

**Turing Scheme 2021 (learner)** - This project enabled 183 FE learners to undertake 2 – 3 week study/volunteering/work experiences worldwide. The project ended on 31 August 2022.

**Erasmus+ 2020 (learner)** - Funding was approved in July 2020 to enable 876 vocational learners and apprentices to undertake 2-week work placements in Europe. The project will be completed on 30 December 2023 following the approval of a 12-month extension by the UK National Agency due to Covid-19.

**Erasmus+ 2020 (staff)** - Funding was approved in July 2020 to enable 30 staff from FE colleges and other appropriate organisations in Wales to undertake 4-day study visits to Ireland, Norway and Austria. The project will be completed on 30 December 2023 following the approval of a 12-month extension by the UK National Agency due to Covid-19.

**Erasmus+ 2019 (learner)** - This project enabled 160 learners to undertake 2 week work placements in Europe. The project ended on 31/8/2022.

**Erasmus+ 2019 (staff)** - This project enabled 17 staff from FE colleges and other appropriate organisations in Wales to undertake a 4-day study visit to Stuttgart, Germany. The project ended on 31 August 2022.

**Erasmus+ KA2** - CollegesWales International is a partner in a Key Action 2 project led by CIPFP La Costera in Valencia, Spain. The project ended in October 2022.

**CQFW Alignment Contract** - Welsh Government funding was received from April 2021 – March 2022 and from April 2022 to March 2023 to ensure continued alignment of the Credit and Qualifications Framework for Wales (CQFW) to the European Qualifications Framework (EQF) and to other UK National Frameworks.

**Sport Wales Core funding** - This project is based on developing active wellbeing in FE colleges, focus on delivery of physical activity and volunteering initiatives.

**WG Winter of Wellbeing** - This is part of the Wellbeing projects (including active wellbeing) funded directly to CC and colleges from WG. ColegauCymru had a monitoring, evaluation and support role on this project.

**Summer of Fun** - These sports projects are a follow on from SPW WOW and commenced during the Summer of 2022. The focus is on outdoor activity, holiday camps and upskilling of sports learners.

**WG Mental Health - Active Wellbeing** - WG funding for research and events linked to Active Wellbeing. ColegauCymru manages this as part of the "National" strand of the funding.

**WG Sport Guidance** - This project delivers funding to develop resources for FE Sport providers relating to guidance for collaborative activity and events.

**Colleges Wales Sport** - Competitive sports, events and representative teams for FE Colleges funded by subscriptions.

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**15 Funds - (Con't)**

**Cymraeg Gwaith** - The Cymraeg Gwaith project aims to strengthen Welsh language skills in the workplace. The scheme is funded by the Welsh Government and developed by the National Centre for Learning Welsh. The Further Education and Higher Education Welsh Language Scheme is co-ordinated by the Coleg Cymraeg Cenedlaethol in partnership with ColegauCymru.

**Additional Learning Needs (ALN)** - ColegauCymru is running a Welsh Government funded project to support and challenge colleges as they prepare for the implementation of the Additional Learning Needs and Education Tribunal (Wales) Act in September 2023. As part of this, an ALN Implementation Lead has been employed.

**Independent Living Skills (ILS)** - ColegauCymru secured grant funding from Welsh Government to continue the ILS project to support colleges with the roll out of the new curriculum for ILS learners. The project also enabled the continuation of the ILS network to support, share and develop effective curriculum practice and to prepare the sector for the implementation of the ALN Act

**Review of leadership in PCET** - ColegauCymru secured grant funding from the National Academy for Educational Leadership (NAEL) and contracted the Learning and Work Institute to undertake a review leadership in the Post-compulsory Education and Training (PCET) sector and to provide a series of independent recommendations for policy-makers and organisations.

**Review of FE lecturer workload phase 3** - ColegauCymru was awarded grant funding from Welsh Government to continue its coordination of the national social partnership steering group for workload review. The workload project phase 3 supported the continuation of the independent consultant to chair a steering group, hosted by ColegauCymru and provide grant funding to each of the further education institutions (FEIs) and support them to create their action plans in collaboration with their local social partnerships.

**Knowledge Transfer Scheme** - ColegauCymru received funding from the Welsh Government to undertake an evaluation of the Knowledge Transfer Scheme (KTS). In addition to the evaluation, ColegauCymru undertook the coordination of the individual projects ensuring alignment with local, regional, and national needs.



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**15 Funds - (Con't)**

The unrestricted funds held by the charity at 31st July 2022 were as follows:

	£	
General Fund	746,300	This represents general unrestricted funds for use within the charity
Existing Capital Reserve	591,072	This represents funds designated for the net book value of capital assets held within the Charity at the year end.
Critical / Closure costs	240,000	To meet the potential closure costs which would be incurred should the charity cease.
Strategic reserve	40,000	To meet the costs of strategic expenditure identified within the designated reserves which are funded through income and expenditure account.
Future Capital Reserve	20,000	This represents future plans for capital spend
	<u>1,637,372</u>	

**Analysis of assets between funds:**

	Unrestricted General Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Tangible Fixed Assets	591,072	-	591,072	524,726
Current Assets	1,667,624	1,033,223	2,700,847	1,966,149
Current Liabilities	(621,323)	(1,033,223)	(1,654,546)	(1,565,657)
	<u>1,637,373</u>	<u>-</u>	<u>1,637,373</u>	<u>925,218</u>

**16 Leasing agreements**

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

**GROUP ONLY**

	Properties £	Other £	2022 £	2021 £
Within one year	44,250	3,389	44,250	44,250
Between one and five years	-	13,558	16,947	16,947
	<u>44,250</u>	<u>16,947</u>	<u>61,197</u>	<u>61,197</u>

**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
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**17 Comparative Statement of Financial Activities**

Note	Unrestricted funds £	Restricted funds £	Total 2021 £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	-	-	-
Charitable activities:			
Annual subscriptions	660,844	-	660,844
Advancement of education for the benefit of the general public	82,795	896,868	979,663
Other trading activities:			
Commercial trading operations	81,470	-	81,470
Investments	10,517	-	10,517
<b>Total income</b>	<b>835,626</b>	<b>896,868</b>	<b>1,732,494</b>
<b>EXPENDITURE ON</b>			
Charitable activities			
Advancement of education for the benefit of the general public	848,161	909,158	1,757,319
Other trading activities:			
Commercial trading operations	84,817	-	84,817
<b>Total expenditure</b>	<b>932,978</b>	<b>909,158</b>	<b>1,842,136</b>
<b>NET INCOME / (EXPENDITURE)</b>	<b>(97,352)</b>	<b>(12,290)</b>	<b>(109,642)</b>
Transfers between funds	(12,290)	12,290	-
<b>OTHER RECOGNISED GAINS / (LOSSES)</b>			
Fair Value Adjustment	0		-
Actuarial gain on defined benefit scheme	591,000	-	591,000
<b>Net movement in funds in year</b>	<b>481,358</b>	<b>-</b>	<b>481,358</b>
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	443,860	-	443,860
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>925,218</b>	<b>-</b>	<b>925,218</b>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
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**18 Capital commitments and contingencies**

There were no capital commitments as at 31 July 2022 (2021: nil)

**19 Post balance sheet events**

No new leases have been taken out since the year-end.

**20 Pensions**

The charity participates in the Cardiff & Vale of Glamorgan pension fund (the "Fund"), which is part of the Local Government Pension Scheme. Colegau Cymru / Colleges Wales participates in the Fund which provides defined benefits on members' final pensionable salary. In accordance with FRS 102 - Retirement Benefits disclosure defined benefits, of certain information concerning assets, liabilities, income and expenditure relating to pension schemes is required.

**Contributions for the year ending 31 July 2023**

The Employer's regular contributions to the fund for the year ending 31 July 2023 are estimated to be £0.145M. In addition, Strain on Fund Contributions may be required.

**Assumptions**

The latest actuarial valuation of Colleges Wales liabilities took place as at 31 March 2019. Liabilities have been estimated by the independent qualified actuary on an actuarial basis using the projected unit credit method. The principal assumptions used by the actuary in updating the latest valuation of the Fund for FRS 102 purposes were:

	31-Jul-22 (% pa)	31-Jul-21 (% pa)	31-Jul-20 (% pa)
Discount rate	3.5	1.7	1.4
RPI inflation	2.6	2.6	2.3
CPI inflation	2.6	2.6	2.3
Rate of increase to pensions in payment	2.6	2.6	2.3
Rate of revaluation of pension accounts	2.6	2.6	2.3
Rate of general increase in salaries	3.6	3.6	3.3

**Mortality Assumptions**

The mortality assumptions are based on the recent actual mortality experience of members within the Fund and allow for expected future mortality improvements.

**Assumed life expectancy at age 65**

<b>Males</b>		31 July 22	31 July 21
Future lifetime from age 65 (current aged 65)		22.1	22.3
Future lifetime from age 65 (current aged 45)		23.2	23.3
<b>Females</b>		31 July 22	31 July 21
Future lifetime from age 65 (current aged 65)		24.6	24.7
Future lifetime from age 65 (current aged 45)		26.0	26.1



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**20 Pensions - (Cont'd)**

**Asset allocation**

	Value at 31 July 2022 (£M)	Value at 31 July 2021 (£M)
Equities	67.2%	66.5%
Property	7.5%	6.6%
Government bonds	9.0%	10.1%
Corporate bonds	8.0%	15.2%
Multi Asset Credit	5.6%	0.0%
Cash	2.7%	1.6%
Other	0.0%	0.0%
Total	100.0%	100.0%

**Reconciliation of funded status to balance sheet**

	Value at 31 July 2022 (£M)	Value at 31 July 2021 (£M)
Fair value of fund assets	3.674	3.652
Present value of liabilities	2.962	(3.914)
<b>Funded status</b>	<b>0.712</b>	<b>(0.262)</b>
Unrecognised asset	(0.712)	0.000
Pension asset/(liability) recognised on the Balance Sheet	0.000	(0.262)

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**20 Pensions - (Cont'd)**

Amounts recognised in Income Statement	Year ending 31 July 2022 (£M)	Year ending 31 July 2021 (£M)
<b>Operating Cost</b>		
Current service costs	0.259	0.249
Past service costs	0.000	0.000
Curtailment cost	0.000	0.000
Settlement cost	0.000	0.000
<b>Financing Cost</b>		
Interest costs	0.003	0.010
<b>Expense recognised in Profit and Loss</b>	<b>0.262</b>	<b>0.259</b>

Allowance for administration expenses included in Current Service Cost in 2022 £0.003m and 2021 £0.002m.

Changes to the present value of liabilities during the year	Year ending 31 July 2022 (£M)	Year ending 31 July 2021 (£M)
Opening present value of liabilities	3.914	3.721
Current service cost	0.259	0.249
Interest cost	0.066	0.052
Contributions by participants	0.040	0.039
Actuarial (gains)/losses on liabilities *	(1.231)	(0.0600)
Net benefits paid out #	(0.086)	(0.087)
Past service cost	0.000	0.000
Net increase in liabilities from disposals and acquisitions	0.000	0.000
Curtailments	0.000	0.000
Settlements	0.000	0.000
<b>Closing present value of liabilities</b>	<b>2.962</b>	<b>3.914</b>

\* Includes changes to the actuarial assumptions

# Consists of net cashflow out of the Fund in respect of the employer, excluding contributions and any death in service lump sums paid, and including an approximate allowance for the expected cost of death in service lump sums.

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**FOR THE YEAR ENDED 31 JULY 2021**

**20 Pensions - (Cont'd)**

<b>Changes to the fair value of assets during the year</b>	<b>Year ending 31 July 2022 (£M)</b>	<b>Year ending 31 July 2021 (£M)</b>
Opening fair value of assets	3.652	2.981
Interest income on assets	0.063	0.042
Remeasurement gains/(losses) on assets	(0.1510)	0.53
Contribution by the employer	0.156	0.146
Contribution by participants	0.040	0.039
Net benefits paid out #	(0.086)	(0.087)
Net increase in assets from disposals and acquisitions	0.000	0.000
Settlements	0.000	0.000
<b>Closing fair value of assets</b>	<b>3.674</b>	<b>3.652</b>

# Consists of net cash-flow out of the Fund in respect of the employer, excluding contributions and any death in service lump sums paid, and including an approximate allowance for the expected cost of death in service sums.

<b>Actual return on assets</b>	<b>Year ending 31 July 2022 (£M)</b>	<b>Year ending 31 July 2021 (£M)</b>
Interest income on assets	0.063	0.042
Gain/(Loss) on assets	(0.151)	0.531
<b>Actual return on assets</b>	<b>(0.088)</b>	<b>0.573</b>

<b>Analysis of amount recognised in Other Comprehensive Income</b>	<b>Year ending 31 July 2022 (£M)</b>	<b>Year ending 31 July 2021 (£M)</b>
Asset gains/(losses) arising during the period	(0.151)	0.531
Liability gains/(losses) arising during the period	1.231	0.060
Unrecognised Pension Asset	(0.712)	-
<b>Total (loss) in OCI</b>	<b>0.368</b>	<b>0.591</b>



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**21 EFFECT OF PENSION ON THE DEFICIT FOR THE YEAR**

	<b>2022 £</b>	<b>2021 £</b>
Surplus before pension adjustment	290,154	3,358
<b>Pension adjustment Included in the Income &amp; expense account</b>		
Employers contributions transferred against liability	(156,000)	(146,000)
Pension adjustment	259,000	249,000
Finance cost	3,000	10,000
<b>Surplus/(Deficit) per accounts</b>	<b>184,154</b>	<b>(109,642)</b>

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**22 Related party transactions**

Due to the nature of the charity's activities and the composition of its board of directors and that of its subsidiary undertaking Fforwm Services Limited, (being principals and Governors of Further Education colleges in Wales) it is inevitable that in the course of its normal business activities, the charity will undertake transactions with those Colleges in which a member of the board of the charity, or its subsidiary undertaking will have an interest.

All transactions involving Colleges in which a member of either Board of Directors may have an interest are conducted at arms length and in accordance with the charity's normal financial procedures.

The trustees' of the charity during the year and their relationship with the respective Colleges were :

Director	College	Relationship
Guy Lacey (appointed 01/07/18) Chair	CEO/Principal, Coleg Gwent	Trustee
Simon Pirotte (appointed 04/01/21, resigned 31/12/21)	CEO/Principal, Bridgend College	Trustee
Louise Casella (appointed 1/8/19)	Director, The Open University in Wales	Trustee
Jeffrey Greenidge (appointed 1/8/19)	Owner, Ariege Consultancy	Trustee
Paul Smart (appointed 04/01/21)	Retired	Trustee
Rhiannon Evans (appointed 24/11/21)	Senior Lecturer, Cardiff University	Trustee
Suzy Davies (appointed 24/11/21)	Senedd Member	Trustee
Lisa Thomas (appointed 04/01/23)	Principal and Chief Executive, The College, Merthyr Tydfil	Trustee

During 2020/21 it was agreed that there should be a common board for both companies and this was put into effect from 04/01/2021

The Directors of the subsidiary undertaking, Fforwm Services Limited, during the year and their relationship with the respective Colleges were:

Director	College	Relationship
Guy Lacey (appointed 01/07/18) Chair	CEO/Principal, Coleg Gwent	Director
Simon Pirotte (appointed 04/01/21, resigned 31/12/21)	CEO/Principal, Bridgend College	Director
Louise Casella (appointed 04/01/21)	Director, The Open University in Wales	Director
Jeffrey Greenidge (appointed 04/01/21)	Owner, Ariege Consultancy	Director
Paul Smart (appointed 04/01/21)	Retired	Director
Rhiannon Evans (appointed 24/11/21)	Senior Lecturer, Cardiff University	Director
Suzy Davies (appointed 24/11/21)	Senedd Member	Director
Lisa Thomas (appointed 04/01/23)	Principal and Chief Executive, The College, Merthyr Tydfil	Director

The invoices issued to the relevant colleges during the year were for subscriptions for membership of Colegau Cymru / Colleges Wales and reimbursement of projects costs. Payments made to colleges were for catering at network events, work carried out on project activities.

**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
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**22 Related party transactions - (Con't)**

**Income invoiced to Colleges during the year**

	Subs	Sport	EU/Int	Dev	Projects	Other	Total
	£	£	£	£	£	£	£
Bridgend College	44,768	5,465	5,009	-	-	209	55,451
Cardiff and Vale College	46,066	5,465	5,009	22,372	-	400	79,312
Coleg Sir Gar and Coleg Ceredigion	46,066	5,465	5,009	-	-	309	56,849
Coleg Gwent	46,066	5,465	5,009	-	-	909	57,449
Coleg y Cymoedd	46,066	5,465	5,009	-	-	594	57,134
Coleg Cambria	46,066	5,465	5,009	26,584	-	209	83,333
Gower College Swansea	46,066	5,465	5,009	20,750	-	200	77,490
Grwp Llandrillo Menai	46,066	5,465	5,009	30,989	-	309	87,838
The College Merthyr Tydfil Ltd.	28,049	5,465	5,009	-	-	200	38,723
NPTC Group of Colleges	46,066	5,465	5,009	38,810	-	200	95,550
Pembrokeshire College	32,229	5,465	5,009	53,702	-	209	96,614
Adult Learning Wales	14,472	-	5,009	-	-	-	19,481
St David's Catholic College	17,259	1,040	5,009	-	-	100	23,408
<b>Total</b>	<b>505,305</b>	<b>61,155</b>	<b>65,117</b>	<b>193,207</b>	<b>-</b>	<b>3,848</b>	<b>828,632</b>

\* Associate member

**Payments to Colleges during the year**

	Catering/ Accom.	Other	Projects	Other	Total
	£	£	£	£	£
Bridgend College	-	-	88,375	-	88,375
Cardiff and Vale College	-	-	165,171	-	165,171
Coleg Sir Gar and Coleg Ceredigion	-	-	255,721	-	255,721
Coleg Gwent	-	-	71,437	-	71,437
Coleg y Cymoedd	-	-	76,828	-	76,828
Coleg Cambria	-	-	92,850	-	92,850
Gower College Swansea	-	-	91,400	-	91,400
Grwp Llandrillo Menai	-	-	109,783	-	109,783
The College Merthyr Tydfil Ltd.	-	-	54,964	-	54,964
NPTC Group of Colleges	-	-	71,440	-	71,440
Pembrokeshire College	-	-	61,516	-	61,516
St David's Catholic Sixth Form College *	-	-	32,391	-	32,391
Adult Learning Wales	-	-	22,251	-	22,251
<b>Total</b>	<b>-</b>	<b>-</b>	<b>1,194,127</b>	<b>-</b>	<b>1,194,127</b>



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**22 Related party transactions - (Con't)**

The following amounts were receivable from Colleges at 31 July 2022 :

	£
Cardiff and Vale College	47
Coleg Gwent	600
Gower College Swansea	200
<b>Total</b>	<u>847</u>

The following amounts were due to Colleges at 31 July 2022

	£
Bridgend College	500
Cardiff and Vale College	66,750
Coleg y Cymoedd	5,000
Coleg Sir Gar and Coleg Ceredigion	102,752
Gower College Swansea	4,500
NPTC Group	6,000
<b>Total</b>	<u>185,502</u>

**COLLEGES WALES / COLEGAU CYMRU LIMITED**  
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**CONSOLIDATED INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 JULY 2022**

	Year ended 31 July 2022 £	£	Year ended 31 July 2021 £	£
<b>INCOME</b>				
College subscriptions	830,391		660,844	
Grants receivable	1,871,214		767,476	
Sports Grant Income	417,456		148,840	
Other income	5,192		63,347	
Bank interest	975		247	
Rents received	16,864		10,270	
Staff development activities	70,090		36,220	
Lease rental income	45,250		45,250	
		3,257,432		1,732,494
<b>LESS:</b>				
<b>COST OF SALES</b>				
Other operating leases	44,250		44,250	
Staff development expenditure	51,879		30,182	
		96,129		74,432
<b>EXPENDITURE</b>				
Conferences	-		-	
Public affairs and representation	6,558		9,574	
Website development	2,043		370	
Projects & advisory groups	1,835,971		671,267	
Accommodation costs	21,312		16,561	
Staff costs	850,036		909,348	
Office administration	86,878		45,723	
Travel & expenses	8,151		1,315	
Legal & professional fees	42,225		12,334	
Auditors remuneration	6,750		6,750	
Auditors remuneration - non audit fees	6,123		6,167	
Bank charges	1,314		1,208	
Bad Debts	-		-	
Exchange rate loss	11,393		57,732	
Depreciation:				
Freehold property	10,314		10,314	
Fixtures & fittings	7,350		9,812	
Computer equipment	9,438		9,229	
Property Impairment	71,293		-	
		2,977,149		1,767,704
<b>PROFIT / (DEFICIT) FOR THE YEAR</b>		184,154		(109,642)