TITAN PARTNERSHIP LIMITED

England & Wales · Charity number 1081749

Details

Status	Registered
Legal form	Charitable company
Company number	04005034
Registered	2000-07-27
Register	View on the Charity Commission register

Contact

Address	International House The McLaren Building The Priory Queensway Birmingham B4 7LR
Phone	07557 755382
Email	admin@titan.org.uk
Website	www.titan.org.uk

Activities

Objects: THE ADVANCEMENT OF EDUCATION OF SCHOOL CHILDREN AND THEIR TEACHERS THROUGH THE ESTABLISHMENT OF EDUCATIONAL INNER-CITY NETWORK

Activities: The objectives are the advancement of education of school children, other young people and their teachers through the establishment of an inner city network.

Classification

- **How:** Acts As An Umbrella Or Resource Body
- **What:** Education/training
- **Who:** Children/young People, Other Defined Groups

Geography

- Birmingham City

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Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£509,255	£505,045	£681,803	6
2024-07-31	£794,189	£793,531	£665,041	11
2023-07-31	£777,277	£885,544	£646,487	13
2022-07-31	£1,029,601	£1,055,375	£752,549	15
2021-07-31	£1,093,389	£1,050,600	£794,022	11

Trustees

Name	Role	Appointed
Adrian Pembleton		2025-11-26
Alison Halford		2025-11-26
Colin Turner		2025-11-26
Dr Gemma Ruth Collins		2026-01-07
Jonathan Mortimer		2018-09-01
Nicola Hutchison		2017-09-01
Rebecca Tigue		2025-11-26
Rula Kanona		2025-11-26
Sean Delaney		2025-11-26

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TITAN PARTNERSHIP LIMITED

England & Wales - Charity number 1081749

Accounts

TITAN PARTNERSHIP LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2025

Registered Number: 04005034
Charity Number: 1081749

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 JULY 2025

Trustees	ROHEL, Jaspal (Resigned on 01/12/2024) - Director & Trustee LOFTHOUSE, Alexandra (Appointed 01/09/2024) - Director & Trustee HUTCHISON, Nicola - Director & Trustee KEARNEY-BAMBRIDGE, Georgina - Director & Trustee LOCKE-WHEATON, Daniel - Director & Trustee MORTIMER, Jonathan Luke - Director & Trustee ATHERTON, Fiona (Resigned 25/11/2024) - Director & Trustee DODDRIDGE, Paul (Resigned 15/04/2025) - Director & Trustee
Company registered number	04005034
Charity registered number	1081749
Registered office	Faraday Wharf Holt Street Birmingham B7 4BB
Chief executive officers	Jaspal Rohel (Resigned on 31/08/2025) Katherine Marsden (Resigned on 01/06/2025)
Independent Examiner:	Cheylesmore Accountants 7 Edison Building Electric Wharf Coventry West Midlands CV1 4JA
Bankers	Lloyds TSB Plc 114-116 Colmore Row Birmingham B3 2FD

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2025

Introduction

2024/25 has been a year of significant transition for Titan Partnership.

The education sector, both locally and nationally, continues to face significant challenges, including the ongoing effects of the pandemic on student needs, changes in government education strategy and ongoing, and severe, financial challenge.

Titan Partnership has continued to support its member schools through the increasingly challenging landscape. This includes the recognition that, in a an environment where budgets are constrained, that it is appropriate to ensure membership fees reflect true value for money for the services provided.

This transition also applies to our funded projects. Following the cessation of our ITT contract with BCU, 2024/25 has been the preparation and initial recruitment year for our new arrangement with Teach First. Recruitment has been in line with target. NE Sharing Panel continues to be a valued service for our Members. DLP and NEET projects have successfully completed and ceased as at 31st July 2025.

Objectives as per the Articles of Association

The objectives as per the Articles are the advancement of education of school children, young people, and their teachers/lecturers through the establishment of an inner-city network. Titan Partnership is involved with many projects all of which work towards these objectives.

Financial Review

The incoming resources for the year of £509k (2024: £794k) consist primarily of membership fees of £243k (2024: £287k) and Initial Teacher Training income of £24k (2024: £304k). The remainder of the incoming resources is made up of project grants of £202k (2024: £159k), donations of £11k (2024: £14k), bank interest of £4k (2024: £7k) and other income of £25k (2024: £23k).
The expenditure of £505k (2024: £794k), detailed in Notes 5, 6 and 7, consists of direct costs on charitable activities £177k (2024: £256k) and support costs of £328k (2024: £538k). Staff costs, gross of recharges to activities were £294k (2024: £451k).

Financial Performance can best be measured with reference to the movement in the Restricted and Unrestricted Income Funds as shown on the Balance Sheet. This shows a gain for the year of £17k (2024: loss £25k).

Financial management at the Charity is adequate with increasing costs being managed within existing reserves constraints in successive years, while reinvestment in direct activities are continuing. Cost control and rationalisation remains a key priority in 2025/26, given pay and general cost pressures.

Titan Partnership has outsourced it's Finance Function to Prime Accountants and moved to Xero accounting software for 2025/26. It is hoped that this will increase efficiency of processes and improve transparency of financial performance.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

Structure, Governance and Management

Constitution:

Titan Partnership Limited is a company limited by guarantee with no share capital (Registration Number: 04005034) and is a charity registered with the Charity Commission (Charity Number: 1081749. The charitable company's memorandum and articles of association are the primary governing documents of the charity.

Details of the trustees who served during the year except as noted are included in the Reference and Administrative Details on page 2.

Members' Liability:

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before

Trustees' Indemnities:

Titan Partnership Limited has in place Directors and Trustees liability insurance indemnity cover to a limit of £1m.

Method of Recruitment and Appointment or Election of Trustees:

The term of office for all Trustees is four years, except for the Executive Director, who will remain a member of the Board of Trustees whilst they serve in this capacity. Subject to remaining eligible to be a particular type of Trustee, any Trustee may be re-appointed or re-elected.

Policies and Procedures Adopted for the Induction and Training of Trustees:

- The Board of Trustees believes that in order to fulfil its responsibilities effectively, it is essential that each member is committed to a shared vision for the charity and that the Board of Trustees is working well as a team to achieve this.

- To help new Trustees to feel able to take an active part within the Board of Trustees and be valued as an equal member of the team, new Trustees undergo a period of planned support to introduce them to their new role. The Board of Trustees ensures that the following steps are taken:

- The Chair of Trustees sends a letter welcoming the new Trustee to the team and offering them the opportunity to meet before the first formal Board of Trustees meeting.

- The Executive Director invites the new Trustee to visit the charity and experience its atmosphere and understand its ethos and receive an informal briefing to explain the partnership between the Executive Director, Titan Partnership and Board of Trustees.

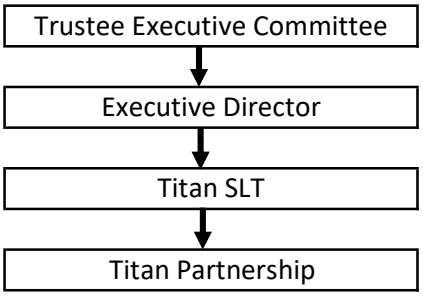
- When a new Trustee attends their first meeting, the Chair of Trustees welcomes them and introduces them to the other Trustees. Trustees are asked to introduce themselves and describe any particular interests/experience they have and the new Trustee is given the opportunity to say something about themself.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

All Trustees are issued with a copy of the Charity SORP which provides a wide range of information and guidance relating to the governance of the charity.

The Articles of Association set out the arrangements for the governance and management of the charity. The Board of Trustees monitor the performance of the Senior Leadership Team. The Senior Leadership Team supports the Executive Director in providing strategic leadership and management to ensure that the charity remains a financially and operationally successful institution, operating in accordance with the strategic goals, policies and processes approved by the Board of Trustees.

Organisational Structure in 2024/25



Risk

The Board of Trustees review the charity's strategic risk register at regular intervals, reviewing the major risks, focusing on operational, financial, governance, compliance and reputational risk, and received reports on the steps taken by the charity to mitigate likely risks. The Board of Trustees is satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised, however, that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Future strategy

Titan’s strategy continues to evolve to meet the changing needs of the education sector in Birmingham as we enter Titan's 25th year.

There is a renewed focus on clear leadership and direction, and improving the operational and financial stability of the organisation.

Looking ahead, we’re encouraged by the strength of our Initial Teacher Training programme and the impact it’s having. Welcoming both primary and secondary cohorts into our schools reflects the quality and ambition of our work.

Sharing Panel will continue to develop,benefiting our member schools.

Titan continues to thrive because of a membership offer that is of real benefit and value to our network.

Titan is a resilient and agile organisation able to continually flex to the needs of
the local education environment, underpinned by sound financial principles.

A Lofthouse

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Alexandra Lofthouse
Chair of Trustees
22nd October 2025

TRUSTEES' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 JULY 2025

The Trustees (who are also directors of Titan Partnership Limited for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP 2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the charitable company's auditor in connection with preparing its report and to establish that the charitable company's auditor is aware of that information.

This report was approved by the trustees on 22nd October 2025.

A Lofthouse

A Lofthouse (Oct 22, 2025 08:59:17 GMT+1)

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Alexandra Lofthouse

Chair of Trustees

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 30 JULY 2025

I report to the Charity Trustees on my examination of the accounts of the charitable incorporated organisation (CIO) for the year ended 30 July 2025

Responsibilities and basis of report

As the charitable incorporated organisation's Trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charitable incorporated organisation's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material

- accounting records were not kept in respect of the charitable incorporated organisation as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Name: Manpreet Rai

Signature: 

Qualification: ACA (ICAEW)

Cheylesmore Accountants
7 Edison Building
Electric Wharf
Coventry
West Midlands
CV1 4JA

22nd October 2025

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JULY 2025

(Incorporating the Income and Expenditure Account)

	Note	Restricted Funds £	Unrestricted Funds £	Total 2025 £	Total 2024 £
Income and endowments from:					
Donations and legacies Charitable	2	-	10,836	**10,836**	**13,743**
activities	3	202,537	291,708	**494,245**	**773,019**
Investment income	4	-	4,174	**4,174**	**7,427**
Total income and endowments		**202,537**	**306,718**	**509,255**	**794,189**
Expenditure on:					
Charitable activities	5	109,553	395,492	**505,045**	**793,531**
Total expenditure		**109,553**	**395,492**	**505,045**	**793,531**
Net income/(expenditure)		**92,984**	**(88,774)**	**4,210**	**658**
Transfers between Funds	13	**-**	**-**	**-**	**-**
		92,984	**(88,774)**	**4,210**	**658**
Other recognised gains and losses					
Net gain on investments	10	-	12,552	**12,552**	**23,896**
Asset ceiling adjustment	19	**-**	**-**	**-**	**(6,000)**
Net movement in funds		**92,984**	**(76,222)**	**16,762**	**18,554**
Reconciliation of funds:					
Total funds brought forward	13	-	665,041	**665,041**	**646,487**
Total funds carried forward	13	**92,984**	**588,819**	**681,803**	**665,041**

BALANCE SHEET AS AT 31 JULY 2025

			2025		2024
Fixed assets	**Note**	**£**	**£**	**£**	**£**
Tangible assets	9		-		-
Investments	10		304,020		291,468
			304,020		**291,468**
Current assets					
Debtors	11	34,928		34,274	
Cash at bank and in hand		369,098		544,247	
		404,026		**578,521**	
Creditors: amounts falling due within one year	12	**(26,243)**		**(204,948)**	
Net current assets			**377,783**		**373,573**
			681,803		**665,041**
Defined Benefit Pension Scheme Asset	19		**-**		**-**
Net assets			**681,803**		**665,041**
Charity Funds					
Restricted funds	13		92,984		-
Pension reserve	13		-		-
Unrestricted funds	13		588,819		665,041
Total funds			**681,803**		**665,041**

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 22nd October 2025 and signed on their behalf, by:

A Lofthouse
A Lofthouse (Oct 22, 2025 08:50:17 GMT+1)

Alexandra Lofthouse
Chair of Trustees

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 JULY 2025

	Note	Total 2025 £	Total 2024 £
Cash flows from operating activities			
Net cash used in operating activities	15	**(175,149)**	**(45,336)**
Cash flows from investing activities:			
Proceeds from sale of investments		**-**	**-**
Net cash provided by investing activities		**-**	**-**
Change in cash and cash equivalents in the year		**(175,149)**	**(45,336)**
Cash and cash equivalents brought forward		**544,247**	**589,583**
Cash and cash equivalents carried forward	16	**369,098**	**544,247**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025

1 Accounting Policies

1.1 General information

Titan Partnership Limited is a charitable company limited by guarantee and registered with Companies House and the Charity Commission in England and Wales. It operates from its registered office of Faraday Wharf, Holt Street, Birmingham, England, B7 4BB. The principal activity is the advancement of education through its network.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.
Titan Partnership Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Company status

The company is limited by guarantee. In the event of the company being wound up, the liability in respect of the guarantee is limited to £10 per member of the company.

1.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.
Investment income, gains and losses are allocated to the appropriate fund.

1.5 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

1 Accounting Policies (cont'd)

1.6 Grants

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting any performance- related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

1.7 Expenditure

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

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

1.8 Tangible fixed assets and depreciation

All fixed assets costing more than £1,000 are capitalised.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings - 25% straight line

1.9 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'net gains on investment' in the statement of financial activities incorporating income and expenditure account.

1.1 Operating leases

Rentals under operating leases are charged to the statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

1.11 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the balance sheet date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the statement of financial activities incorporating income and expenditure account.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

1 Accounting Policies (cont'd)

1.12 Interest receivable

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

1.13 Pensions

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

One employee is a member of the Local Government Pension Scheme (LGPS), a multi-employer defined benefit scheme where the underlying assets and liabilities are separately identifiable.

Pension costs for seconded staff are recognised when charged by the schools in question.

1.14 Debtors

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

1.15 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.17 Financial Instruments

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

1.18 Critical accounting estimates and areas of judgment

Estimates and judgments 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.

Critical accounting estimates and assumptions relate to the fair value of investments valued at 31 July 2026 at £304,020 (2025: £291,468). These are based on the listed market value which could cause a material adjustment to the carrying value of the assets in the next financial year.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

2 Income from donation and legacies

	Restricted Funds	Unrestricted Funds	Total 2025	Total 2024
	£	£	£	£
Donations	-	**10,836**	**10,836**	**13,743**

The income received from donations and capital grants in 2025 was £10,836 (2024: £13,743), of which £Nil (2024: £Nil) was restricted and £10,836 (2024: £13,743) was unrestricted.

3 Income from charitable activities

	Restricted Funds	Unrestricted Funds	Total 2025	Total 2024
	£	£	£	£
Initial teacher training	-	24,235	24,235	**303,916**
CPD and training	-	6,100	6,100	**6,695**
Funded project income	202,537	-	202,537	**159,068**
Membership and services	-	243,323	243,323	**287,015**
Other Income	-	18,050	18,050	**16,325**
	202,537	**291,708**	**494,245**	**773,019**

The income from charitable activities for the charitable company for 2025 was £494,245 (2024: £773,019) of which £202,537 (2024: £159,068) was restricted and £291,708 (2024: £613,951) unrestricted.

4 Investment income

	Restricted Funds	Unrestricted Funds	Total 2025	Total 2024
	£	£	£	£
Bank interest receivable	-	4,174	4,174	7,427
	-	**4,174**	**4,174**	**7,427**

The investment income for the charitable company for 2025 was £4,174 (2024: £7,427) of which £Nil (2024: £Nil) was restricted and £4,174 (2024: £7,427) unrestricted.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

5 Analysis of expenditure by activities

	Activities undertaken directly 2025	Support Costs 2025	Total 2025	Total 2024
	£	£	£	£
Initial teacher training	4,300	13,124	17,424	**272,451**
CPD and training	56,753	3,282	60,035	**32,764**
Funded projects/grants costs	109,553	183,732	293,285	**214,597**
Skills, employability and careers	-	9,843	9,843	**-**
Membership and services	6,345	111,551	117,896	**262,391**
Sponsorships	-	6,562	6,562	**11,328**
Total 2025	**176,951**	**328,094**	**505,045**	**793,531**
Total 2024	**166,568**	**626,963**		**793,531**

6 Support costs

	Initial teacher training	CPD and training	Funded projects	Skills, employability and careers
	£	£	£	£
Office overheads	5,872	1,468	82,194	4,403
Office consumables	428	107	5,995	321
Auditor's remuneration	182	46	2,548	137
Wages and salaries	10,484	2,621	146,783	7,863
National insurance	722	180	10,102	541
Pension cost	586	147	8,206	440
Exceptional Items	(5,150)	(1,287)	(72,096)	(3,862)
Total 2025	**13,124**	**3,282**	**183,732**	**9,843**
Total 2024	**222,826**	**5,518**	**144,603**	**242,688**

	Membership and services	Sponsorships	Total 2025	Total 2024
	£	£	£	£
Office overheads	49,904	2,936	146,777	**158,416**
Office consumables	3,640	214	10,705	**7,608**
Auditor's remuneration	1,547	91	4,551	**10,475**
Wages and salaries	89,118	5,242	262,111	**394,200**
National insurance	6,133	361	18,039	**34,439**
Pension cost	4,982	293	14,654	**21,825**
Exceptional Items	(43,773)	(2,575)	(128,743)	**-**
Total 2025	**111,551**	**6,562**	**328,094**	**626,963**
Total 2024	**11,328**	**11,328**		**638,291**

Exceptional items relate to the release of legacy balances.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

7 Staff costs

Staff costs were as follows:	Total 2025 £	Total 2024 £
Wages and salaries	262,112	393,847
Social security costs	18,039	34,439
Pension costs	14,654	21,825
Agency staff costs	-	350
	294,805	450,461

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

	Total 2025 No	Total 2024 No
	7	11

The number of higher paid employees was:

In the band £60,001 - £70,000	-	-
In the band £110,000 - £120,000	-	-

Key management personnel comprises the co-Chief Executive Officers (2024: Chief Executive Officer, Director of ITT and the Finance and Operations Manager), who are engaged on a part-time basis.

Jaspal Rohel and Katherine Marson have provided professional consultancy services in which they have acted as co-Chief Executive Officers during the year. The total paid to key management personnel was £86,050 (2024: £75,000).

Pensions

The pension cost for those employees in the Local Government Pension Sheme (LGPS) is assessed in accordance with the advice of a qualified actuary using the projected unit method. This scheme is subject to a triennial review with the most recent one being available at 31 March 2022.

The pension contributions paid in the year to the LGPS pension scheme were £2,974 (2024: £3,600).

Pension contributions paid in the year to defined contribution schemes were £18,851 (2024: £23,658).

8 Net (income)/expenditure

This is stated after charging:	Total 2025 £	Total 2024 £
Auditor's remuneration - audit	-	6,550
Auditor's remuneration - other services	-	1,500
Fees paid to Independent Examiner	2,000	-

During the year, no Trustees received any remuneration or reimbursed expenses (2024 - £Nil).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

9 Tangible fixed assets

	Fixture and Fittings £
Cost	
At 1 August 2024 and 31 July 2025	-
Depreciation	
At 31 August 2024 and 31 July 2025	-
Net book value	
At 31 July 2025	-
At 31 July 2024	-

10 Fixed asset investments

	Total £
Market value/cost	
At 1 August 2024	**291,468**
Amount written off	-
Revaluations	12,552
At 31 July 2025	**304,020**

11 Debtors

	2025 £	2024 £
Trade debtors	**34,928**	**23,278**
Other debtors	**-**	**1,058**
Prepayments and accrued income	**-**	**9,938**
	34,928	**34,274**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

12 Creditors: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	**(5,973)**	**73**
Other taxation and social security	**10,369**	**14,934**
Other creditors	**4,816**	**107,488**
Accruals and deferred income	**17,031**	**82,453**
	26,243	**204,948**

Deferred income	2025 £	2024 £
Deferred income at 31 July 2024	**16,921**	**29,675**
Resources deferred during the year	**13,431**	**16,921**
Amounts released from previous years	**(16,921)**	**(29,675)**
Deferred income at 31 July 2025	**13,431**	**16,921**

At the balance sheet date the charity was holding funds received in advance of £13,431 (2024: £16,921) for 2024/25 comprising: £13,431 (2024: £16,371) from the DLP and other £Nil (2024: £550).

13 Statement of funds

	Balance at 1 August 2024 £	Incoming Resources £	Resources Expended £	Gains/ (Losses) £	Balance at 31 July 2025 £
Unrestricted funds					
General funds	**665,041**	306,718	(395,492)	12,552	**588,819**
Restricted funds					
Developing Local Provision	**-**	202,537	(109,553)	-	**92,984**
Total restricted funds	**-**	**202,537**	**(109,553)**	**-**	**92,984**
Restricted Pension Fund					
Pension Reserve	**-**	-	-	-	**-**
Total funds	**665,041**	**509,255**	**(505,045)**	**12,552**	**681,803**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

13 Statement of funds (cont'd)

Restricted funds

The ITT funds are to be applied for teacher training programmes in accordance with the funder terms.

The Inclusion and Opportunity funds are residual balances of funding which is to be used to continue to support activities focussed on delivering inclusion and opportunity within schools.

Independent funds are held in relation to specific individual schools.

European funding amounts are to be applied for specific projects funded by the European Union in accordance with the specifications of the particular project.

Computers for children funding amounts are funds are donations of computers and funding for the purchase of computers, which are to be donated to children.

Statement of funds - prior year

	Balance at 1 August 2022 £	As Restated Incoming Resources £	As Restated Resources Expended £	Gains/ (Losses) £	Balance at 31 July 2024 £
Unrestricted funds					
General funds	**640,291**	635,121	(634,463)	24,092	**665,041**
Restricted funds					
Computers for children	**196**	-	-	(196)	**-**
Developing Local Provision	**-**	159,068	(159,068)	-	**-**
Total restricted funds	**196**	**159,068**	**- 159,068**	**- 196**	**-**
Restricted Pension Fund					
Pension Reserve	**6,000**	-	-	(6,000)	-
Total funds	**752,549**	**794,189**	**(793,531)**	**17,896**	**665,041**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

14 Analysis of net assets between funds

Fund balances at 31 July 2025 are represented by:

	Restricted Funds	Restricted Pension Funds	Unrestricted Funds	Total
	£	£	£	£
Fixed asset investments	-	-	304,020	304,020
Current assets	92,984	-	311,042	404,026
Creditors due within one year	-	-	(26,243)	(26,243)
Defined benefit pension scheme	-	-	-	-
	92,984	**-**	**588,819**	**681,803**

Comparative information in respect of the preceding period is as follows:

Fund balances at 31 July 2024 are represented by:

	Restricted Funds	Restricted Pension Funds	Unrestricted Funds	Total
	£	£	£	£
Fixed asset investments	-	-	291,468	291,468
Current assets	196	-	578,325	578,521
Creditors due within one year	-	-	(204,948)	(204,948)
Defined benefit pension scheme	-	-	-	-
	196	**-**	**664,845**	**665,041**

15 Reconciliation of net movement in funds to net cash flow from operating activities

	2025	2024
	£	£
Net income/(expenditure) for the year (as per Statement of Financial Activities)	**4,210**	**658**
Adjustment for:		
Decrease/(increase) in debtors	(654)	44,354
Increase/(decrease) in creditors	(178,705)	(90,348)
Net cash used in operating activities	**(175,149)**	**(45,336)**

16 Analysis of cash and cash equivalents

Cash in hand	369,098	544,247
Total	**369,098**	**544,247**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

17 Operating Leases

At 31 July 2025, the total of Titan Partnership's future minimum lease payments under non-cancellable operating leases was:

	Buildings	Other	Total
	£	£	£
Amounts due within one year	**17,587**	**-**	**17,587**
Amounts due more than one year	**4,397**	**-**	**4,397**
	21,984	**-**	**21,984**

18 Agency arrangements

Under the previous ITT contract that ceased at 31 July 2024, the partnership the partnership distributes ITT bursary funds to trainee teachers as an agent for the DfE. In the period 1 August 2024 to 31 July 2025, the partnership received £Nil (2024: £418,400) and disbursed £Nil (2024: £399,100) from the fund. An amount of £Nil (2024: £10,300) is due back to the DfE at 31 July 2025.

19 Related party transactions

Owing to the nature of the company's operations, the board of trustees are drawn from the membership of the company and transactions do therefore take place with organisations in which the trustees have an interest. All such transactions are conducted on the same basis as other members of the company.

Aston University Engineering Academy, an academy in which Daniel Locke-Wheaton (Trustee) is a Trustee. Titan Partnership received Membership & Sharing Panel contributions totalling £8,256 (2024: £2,310) from Aston University Engineering Academy during the year. £66 (2024: £Nil) was due from Aston University Engineering Academy at 31 July 2025 in respect to these fees.

Equitas Academies Trust, a academy in which Alexandra Lofthouse (Trustee) is a Trustee. Titan Partnership received Membership & Sharing Panel contributions totalling £16,038 (2024: £Nil) from Aston University Engineering Academy during the year. £Nil (2024: £Nil) was due from Equitas Academies Trust at 31 July 2025 in respect to these fees.

Titan Education Trust, a Multi Academy Trust in which Nicola Hutchison (Trustee) is a Trustee. During the year payroll services were provided to Titan Education Trust and Titan Partnership received admin fees totalling £Nil (2024: £211) and Sage Support totalling £1,761 (2024: £1,570). Titan Partnership also received meeting room hire income totalling £Nil (2024: £Nil). £3,059 (2024: £Nil) was due from Titan Education Trust at 31 July 2025 in respect to these fees.

19 Related party transactions (Cont'd)

Hamstead Hall Academy, an academy in which Jonathan Luke Mortimer (Trustee) is a Trustee. Titan Partnership received Memberships & Sharing Panel contributions totalling £19,885 (2024: £13,102) from Hamstead Hall Academy during the year. £Nil was due from Hamstead Hall Academy on 31 July 2025 in respect to these fees.

Ladypool Primary School, an academy in which Fiona Michelle Atherton (Appointed 05/09/2024) is a Trustee. Titan Partnership provided Primary Moderation Training totalling £Nil (2024: £702) during the year. £Nil was due from Ladypool Primary School on 31 July 2025 in respect to these fees.

20 Pensions and similar obligations

The Charity's employees belong to two principal pension schemes: the Royal London Pension Scheme and the Local Government Pension Scheme (LGPS) which is managed by the West Midlands Pension Fund. The Royal London Pension Sheme is a defined contribution scheme. The Local Government Pension Scheme is a defined multi employer benefit scheme.

The total LGPS pension cost to Titan Partnership Limited during the year ended 31 July 2025 was £4,000 (2024: £4,000).

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the LGPS 31 March 2022.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

The LGPS is a funded defined benefit scheme, with the assets held in a separate trustee administered funds. The total contributions made for the year ended 31 July 2025 were £2,974 of which employers contributions totalled £2,974 (2024: £4,000) and employees contributions totalled £Nil (2024: £Nil). The agreed contributions for future years are 19.8% for employers and an average contribution rate 5.50% for employees.

No LGPS valuation has been performed for 31 July 2025 as the valuation is not material to the financial statements. An LGPS valuation will be performed for year ending 31 July 2026.

Principal Actuarial Assumptions at 31 July 2025

The major assumptions used by the actuary at the date of the last valuation were:	**At 31 July 2025 % per annum**	**At 31 July 2024 % per annum**
Discount rate	**1.60%**	**1.60%**
Salary increases	**3.75%**	**3.75%**
Pension increase	**2.75%**	**2.75%**

Sensitivity analysis for the principal assumptions used to measure	**At 31 July 2025 £**	**At 31 July 2024 £**
Discount rate increased by 0.1% per annum	**225,000**	**225,000**
Adjustment to pension increases and deferred revaluation by 0.1%	**243,000**	**243,000**
Life expectancy at retirement increased by 1 year	**243,000**	**243,000**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

20 Pensions and similar obligations (cont'd)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 July 2025	At 31 July 2024
Longevity at age 65 retiring today	years	years
- Men	21.6	21.6
- Women	24.0	24.0
Longevity at age 65 retiring in 20 years		
- Men	23.4	23.4
- Women	25.8	25.8

The Charity's share of the assets in the scheme were:	Fair value At 31 July 2025	Fair value At 31 July 2024
	£	£
Equity instruments	155,033	153,223
Debt instruments	21,850	21,595
Property	18,729	18,510
Cash	9,364	9,255
Other	52,024	51,417
Total market value of assets	257,000	254,000
Present value of scheme liabilities		
- Funded	(257,000)	(254,000)
- Unfunded	257,000	254,000
Total liabilities	(257,000)	(254,000)
Surplus in the scheme	-	-

The actual return on the scheme assets in the year was £Nil (2024: £Nil).

Amounts recognised in the Statement of Financial Activities	2025	2024
	£	£
Current service cost	3,000	3,000
Interest income	-	(3,000)
Interest cost	-	3,000
Administration costs	-	-
Total amount recognised in the SOFA	3,000	3,000

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2025 (cont'd)

20 Pensions and similar obligations (cont'd)

	2025	2024
Changes in surplus during the year	**£**	**£**
Balance at 1 August	**-**	**(6,000)**
Transfer in of pension surplus	**-**	**-**
Movement in year:		
- Employer service cost (net of employee contributions)	**3,000**	**3,000**
- Employer contributions	**(3,000)**	**(3,000)**
- Expected return on scheme assets	**-**	**(3,000)**
- Interest cost	**-**	**3,000**
- Asset ceiling adjustment	**-**	**6,000**
Surplus in the scheme at 31 July	**-**	**-**

Changes in the present value of defined benefit obligations were as follows:	**2025** **£**	**2024** **£**
Balance at 1 August	**254,000**	**248,000**
Transfer in of pension liabilities	**-**	**-**
Current service cost	**3,000**	**3,000**
Past service cost	**-**	**-**
Interest cost	**-**	**3,000**
Contributions by scheme participants	**-**	**-**
Benefits paid	**-**	**-**
Actuarial loss	**-**	**-**
Scheme liabilities at 31 July	**257,000**	**254,000**

Changes in the fair value of charity's share of scheme assets:	**2025** **£**	**2024** **£**
Balance at 1 August	**254,000**	**254,000**
Transfer in of pension assets	**-**	**-**
Expected return on scheme assets	**-**	**3,000**
Actuarial gain	**-**	**-**
Contributions by employer	**3,000**	**3,000**
Benefits paid	**-**	**-**
Administration expenses	**-**	**-**
Asset ceiling adjustment	**-**	**(6,000)**
Fair value of scheme assets at 31 July	**257,000**	**254,000**

The estimated value of employer contributions for the year ended 31 July 2025 is £3,000 (2024: £3,000).

The fair value of the pension plan assets at 31 July 2025 is in excess of the present value of the defined benefit obligations at that date, giving rise to a net surplus of £6,000 (2024: £6,000). This surplus is recognised in the financial statements only to the extent that the academy trust can recover this surplus, either through a reduction in future contributions or through a refund to the charitable trust.

20 Pensions and similar obligations (cont'd)

The charitable trust is not able to determine that future contributions will be reduced and it is not possible for the charitable trust to receive a refund from the scheme, as the specific conditions for this have not been met.Therefore an asset ceiling is in place such that the surplus of £6,000 (2024: £6,000) is not recognised as an asset at 31 July 2025 and the net asset/liability recognised in the financial statements is capped at £Nil.

21 Events after the end of the reporting period

There are no material adjusting or non adjusting events arising after the balance sheet date.

Titan Accounts v5 for signature

Final Audit Report 2025-10-22

Created:	2025-10-22
By:	Ben Stone (Ben.Stone@auea.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAzPxZlt6P9wfwf2h_kgSJsT8hBt-tqOKM

"Titan Accounts v5 for signature" History

Document created by Ben Stone (Ben.Stone@auea.co.uk)
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Signer Alexandra Lofthouse (alofthouse@equitasacademiestrust.com) entered name at signing as A Lofthouse
2025-10-22 - 7:50:15 AM GMT

Document e-signed by A Lofthouse (alofthouse@equitasacademiestrust.com)
Signature Date: 2025-10-22 - 7:50:17 AM GMT - Time Source: server

Agreement completed.
2025-10-22 - 7:50:17 AM GMT

TITAN PARTNERSHIP LIMITED

England & Wales - Charity number 1081749

Accounts

TITAN PARTNERSHIP LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2024

Registered Number: 04005034
Charity Number: 1081749

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 JULY 2024

Trustees	ROHEL, Jaspal Appointed on 01/12/2023 - Company Secretary ROHEL, Jaspal Resigned on 01/12/2023 - Director & Trustee DODDRIDGE, Paul Anthony Resigned 15/04/2024) - Director & Trustee Alexandra LOFTHOUSE Appointed 01/09/2023 - Director & Trustee HUTCHISON, Nicola Jane - Director & Trustee KEARNEY-BAMBRIDGE, Georgina - Director & Trustee LOCKE-WHEATON, Daniel - Director & Chair of Trustee MORTIMER, Jonathan Luke - Director & Trustee MASON, Anna-Marie - Director & Trustee Joaane TYLER Appointed 01/09/2023 - Director & Trustee Fiona Michelle ATHERTON Appointed 05/09/2023 - Director & Trustee
Company registered number	04005034
Charity registered number	1081749
Registered office	Faraday Wharf Holt Street Birmingham B7 4BB
Chief executive officer's	Jaspal Rohel/Katherine Marston
Independent auditors	UHY Hacker Young (Birmingham) LLP 9-11 Vittoria Street Birmingham B1 3ND
Bankers	Lloyds TSB Plc 114-116 Colmore Row Birmingham B3 2FD

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2024

Introduction

We are delighted to report that 2023/24 was another successful year for Titan Partnership.

In 2023/24 the education sector, both locally and nationally, continued to face significant challenges stemming from the lingering effects of the pandemic, political change and ongoing economic uncertainty.

We have appended our Impact Report 2024 that sets out in detail how Titan Partnership has continued to support its member schools through the increasingly challenging financial landscape. The rising cost of living has placed significant strain on schools, with escalating costs affecting budgets and resources.

We are delighted to report that 2022/23 was another successful year for Titan Partnership. The membership base remained consistently strong, demonstrating that our members really value the unique support that Titan offers.

Despite these pressures, our member schools have remained resilient and committed to the partnership, recognising the invaluable support, collaboration, and opportunities that Titan provides. Their dedication highlights the strength of our network and the collective determination to navigate these difficulties together.

Objectives as per the Articles of Association

The objectives as per the Articles are the advancement of education of school children, young people, and their teachers/lecturers through the establishment of an inner-city network. Titan Partnership is involved with many projects all of which work towards these objectives.

Financial Review

The incoming resources for the year of £794k (2023: £777k) consist primarily of membership fees of £287k (2023: £286k) and Initial Teacher Training income of £304k (2023: £249k). The remainder of the incoming resources is made up of project grants of £159k (2023: £213k), donations of £14k (2023: £16k), bank interest of £7k (2023: £3k) and other income of £23k (2023: £9k).

The expenditure of £794k (2023: £886k), detailed in Notes 5, 6 and 7, consists of direct costs on charitable activities £256k (2023: £285k) and support costs of £538k (2023: £600k). Staff costs, gross of recharges to activities were £448k (2023: £436k).

Financial Performance can best be measured with reference to the movement in the Restricted and Unrestricted Income Funds as shown on the Balance Sheet. This shows a loss for the year of £25k (2023: loss £106k).

Financial management at the Charity is adequate with increasing costs being managed within existing reserves constraints in successive years, while reinvestment in direct activities are continuing. Cost control remains a key priority in 2024/25, given pay and general cost pressures.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

Structure, Governance and Management

Constitution:

Titan Partnership Limited is a company limited by guarantee with no share capital (Registration Number: 04005034) and is a charity registered with the Charity Commission (Charity Number: 1081749. The charitable company's memorandum and articles of association are the primary governing documents of the charity.

Details of the trustees who served during the year except as noted are included in the Reference and Administrative Details on page 2.

Members' Liability:

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before

Trustees' Indemnities:

Titan Partnership Limited has in place Directors and Trustees liability insurance indemnity cover to a limit of £1m.

Method of Recruitment and Appointment or Election of Trustees:

The constitution of the Board of Trustees is as follows:

- A minimum of three Trustees
- The Chief Executive Officer

The term of office for all Trustees is four years, except for the CEO, who will remain a member of the Board of Trustees whilst they serve in this capacity. Subject to remaining eligible to be a particular type of Trustee,

Policies and Procedures Adopted for the Induction and Training of Trustees:

The Board of Trustees believes that in order to fulfil its responsibilities effectively, it is essential that each member is committed to a shared vision for the charity and that the Board of Trustees is working well as a team to achieve this.

To help new Trustees to feel able to take an active part within the Board of Trustees and be valued as an equal member of the team, new Trustees undergo a period of planned support to introduce them to their new role. The Board of Trustees ensures that the following steps are taken:

The Chair of Trustees sends a letter welcoming the new Trustee to the team and offering them the opportunity to meet before the first formal Board of Trustees meeting.

The CEO invites the new Trustee to visit the charity and experience its atmosphere and understand its ethos and receive an informal briefing to explain the partnership between the CEO, Titan Partnership and Board of Trustees.

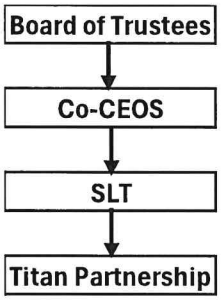
When a new Trustee attends their first meeting, the Chair of Trustees welcomes them and introduces them to the other Trustees. Trustees are asked to introduce themselves and describe any particular interests/experience they have and the new Trustee is given the opportunity to say something about himself/herself.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

All Trustees are issued with a copy of the Charity SORP which provides a wide range of information and guidance relating to the governance of the charity.

The Articles of Association set out the arrangements for the governance and management of the charity. The Board of Trustees monitor the performance of the Senior Leadership Team. The Senior Leadership Team supports the CEO in providing strategic leadership and management to ensure that the charity remains a financially and operationally successful institution, operating in accordance with the strategic goals, policies and processes approved by the Board of Trustees.

Organisational Structure in 2023/24



Risk

The Board of Trustees review the charity's strategic risk register at regular intervals, reviewing the major risks, focusing on operational, financial, governance, compliance and reputational risk, and received reports on the steps taken by the charity to mitigate likely risks. The Board of Trustees is satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised, however, that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

Future strategy

Titan's strategy continues to evolve to meet the changing needs of the education sector in Birmingham. In July 2021, the Titan Executive Committee approved an ambitious five-year growth plan. However, this has pivoted significantly because of the ITT reaccreditation process. In July 2022, the Titan Executive Committee cautiously approved a draft growth strategy focused on the ITT provision. This continued to be adapted in 2022/23 and 2023/24 considering the external environmental changes set by the DfE.

In 2024/25, Titan will continue to develop and deliver an increasingly customer focused approach to ensure value for money, benefit, and impact for members. Titan is also working closely with the local business community to address the local skills gap agenda. This work is significantly raising Titan's profile with businesses across the city. Titan will continue to work closely with the Local Authority, Greater Birmingham Chamber of Commerce, West Midlands Combined Authority, DWP, community groups and other organisations with aligned values and objectives.

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Daniel Locke-Wheaton
Chair of Trustees
10 April 2025

TRUSTEES' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 JULY 2024

The Trustees (who are also directors of Titan Partnership Limited for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and theh apply them consistently;
- observe the methods and principles of the Charities SORP 2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the charitable company's auditor in connection with preparing its report and to establish that the charitable company's auditor is aware of that information.

This report was approved by the trustees on 10 April 2025

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Daniel Locke-Wheaton
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2024

Opinion

We have audited the financial statements of Titan Partnership Limited (the charitable company) for the year ended 31 July 2024 which comprise Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows and notes to the financial statement, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019.

In our opinion the financial statements:

- give a true and fair view of the state of the Titan Partnership Limited's affairs as at 31 July 2024 and of its incoming resources and application of resources, including 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 and the Charities SORP 2019.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the financial statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the Strategic Report, and the Trustees Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 6, the trustees 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 Titan Partnership Limited'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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of Titan Partnership Limited and the industry in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by Titan Partnership Limited, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities SORP 2019. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and Titan Partnership Limited's net income for the year.

Audit procedures performed included: review of the financial statement disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, including correspondence with the Education and Skills Funding Agency review of correspondence with legal advisors, enquiries of management and review of internal audit reports in so far as they related to the financial statements, and testing of journals and evaluating whether there was evidence of bias by the trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

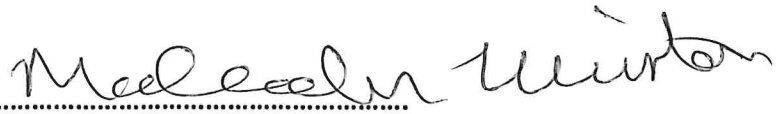
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Use of our report

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



Malcolm Winston, Senior Statutory Auditor
UHY Hacker Young (Birmingham) LLP, Statutory Auditor
9-11 Vittoria Street, Birmingham, B1 3ND

10 April 2025

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JULY 2024

(Incorporating the Income and Expenditure Account)

	Note	Restricted Funds £	Unrestricted Funds £	Total 2024 £	Total 2023 £
Income and endownments from:					
Donations and legacies	2	-	13,743	**13,743**	**15,659**
Charitable activities	3	159,068	613,951	**773,019**	**758,383**
Investment income	4	-	7,427	**7,427**	**3,235**
Total income and endownments		**159,068**	**635,121**	**794,189**	**777,277**
Expenditure on:					
Charitable activities	5	159,068	634,463	**793,531**	**885,544**
Total expenditure		**159,068**	**634,463**	**793,531**	**885,544**
Net income/(expenditure)		**-**	**658**	**658**	**(108,267)**
Transfers between Funds	13	-	-	-	-
		-	**658**	**658**	**(108,267)**
Other recognised gains and losses					
Net gain on investments	10	-	23,896	**23,896**	**2,205**
Asset ceiling adjustment	19	**(6,000)**	-	**(6,000)**	-
Net movement in funds		**(6,000)**	**24,554**	**18,554**	**(106,062)**
Reconciliation of funds:					
Total funds brought forward	13	6,196	640,291	**646,487**	**752,549**
Total funds carried forward	13	**196**	**664,845**	**665,041**	**646,487**

BALANCE SHEET AS AT 31 JULY 2024

	Note	£	2024 £	£	2023 £
Fixed assets					
Tangible assets	9		-		-
Investments	10		291,468		267,572
			291,468		**267,572**
Current assets					
Debtors	11	34,274		78,628	
Cash at bank and in hand		544,247		589,583	
		578,521		**668,211**	
Creditors: amounts falling due within one year	12	**(204,948)**		**(295,296)**	
Net current assets			**373,573**		**372,915**
			665,041		**640,487**
Defined Benefit Pension Scheme Asset	19		**-**		**6,000**
Net assets			**665,041**		**646,487**
Charity Funds					
Restricted funds	13		-		196
Pension reserve	13		-		6,000
Unrestricted funds	13		665,041		640,291
Total funds			**665,041**		**646,487**

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 10 April 2025 and signed on their behalf, by:

.....

Daniel Locke-Wheaton
Chair of Trustees

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 JULY 2024

	Note	Total 2024 £	Total 2023 £
Cash flows from operating activities			
Net cash used in operating activities	15	**(45,336)**	**(370,014)**
Cash flows from investing activities:			
Proceeds from sale of investments		-	-
Net cash provided by investing activities		-	-
Change in cash and cash equivalents in the year		**(45,336)**	**(370,014)**
Cash and cash equivalents brought forward		**589,583**	**959,597**
Cash and cash equivalents carried forward	16	**544,247**	**589,583**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024

1 Accounting Policies

1.1 General information

Titan Partnership Limited is a charitable company limited by guarantee and registered with Companies House and the Charity Commission in England and Wales. It operates from its registered office of Faraday Wharf, Holt Street, Birmingham, England, B7 4BB. The principal activity is the advancement of education through its network.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.
Titan Partnership Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern, thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Company status

The company is a company limited by guarantee. In the event of the company being wound up, the liability in respect of the guarantee is limited to £10 per member of the company.

1.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.
Investment income, gains and losses are allocated to the appropriate fund.

1.5 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

1 Accounting Policies (cont'd)

1.6 Grants

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the balance sheet. Where income is received in advance of meeting any performance- related conditions there is not unconditional entitlement to the income and its recognition is deferred and included in creditors as deferred income until the performance-related conditions are met. Where entitlement occurs before income is received, the income is accrued.

1.7 Expenditure

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

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

1.8 Tangible fixed assets and depreciation

All fixed assets costing more than £1,000 are capitalised.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings - 25% straight line

1.9 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'net gains on investment' in the statement of financial activities incorporating income and expenditure account.

1.1 Operating leases

Rentals under operating leases are charged to the statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

1.11 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the balance sheet date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the statement of financial activities incorporating income and expenditure account.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

1 Accounting Policies (cont'd)

1.12 Interest receivable

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

1.13 Pensions

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

One employee is a member of the Local Government Pension Scheme (LGPS), a multi-employer defined benefit scheme where the underlying assets and liabilities are separately identifiable.

Pension costs for seconded staff are recognised when charged by the schools in question.

1.14 Debtors

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

1.15 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.17 Financial Instruments

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

1.18 Critical accounting estimates and areas of judgment

Estimates and judgments 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.

Critical accounting estimates and assumptions relate to the fair value of investments valued at 31 July 2024 at £291,468 (2023: £267,572). These are based on the listed market value which could cause a material adjustment to the carrying value of the assets in the next financial year.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

2 Income from donation and legacies

	Restricted Funds	Unrestricted Funds	Total 2024	Total 2023
	£	£	£	£
Donations	-	13,743	13,743	15,659

The income received from donations and capital grants in 2024 £Nil (2023: £Nil) was restricted and £13,743 (2023: £15,659) was unrestricted.

3 Income from charitable activities

	Restricted Funds	Unrestricted Funds	Total 2024	Total 2023
	£	£	£	£
Initial teacher training	-	303,916	303,916	**249,347**
CPD and training	-	6,695	6,695	**7,032**
Funded project income	159,068	-	159,068	**213,085**
Membership and services	-	287,015	287,015	**286,444**
Other Income	-	16,325	16,325	**2,475**
	159,068	**613,951**	**773,019**	**758,383**

The income from charitable activities for the charitable company for 2024 was £773,019 (2023: £758,383) of which £159,068 (2023: £213,085) was restricted and £613,951 (2023: £545,298) unrestricted.

The developing local provision (DLP) project is a new approach to meeting the needs of pupils with more complex / significant needs in Birmingham mainstream schools.

4 Investment income

	635121 Funds	Unrestricted Funds	Total 2023	Total 2022
	£	£	£	£
Bank interest receivable	-	7,427	7,427	3,235
	-	**7,427**	**7,427**	**3,235**

The investment income for the charitable company for 2024 was £7,427 (2023: £3,325) of which £Nil (2023: £Nil) was restricted and £7,427 (2023: £3,325) unrestricted.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

5 Analysis of expenditure by activities

	Activities undertaken directly 2024	Support Costs 2024	Total 2024	Total 2023
	£	£	£	£
Initial teacher training	49,625	222,826	272,451	**230,196**
CPD and training	27,246	5,518	32,764	**23,106**
Funded projects/grants costs	69,994	144,603	214,597	**379,880**
Membership and services	19,703	242,688	262,391	**240,267**
Sponsorships	-	11,328	11,328	**12,095**
Total 2024	**166,568**	**626,963**	**793,531**	**885,544**
Total 2023	**285,173**	**600,371**		**885,544**

6 Support costs

	Initial teacher training	CPD and training	Funded projects	Membership and services
	£	£	£	£
Office overheads	56,302	1,394	36,537	61,321
Office consumables	2,704	67	1,755	2,945
Auditor's remuneration	3,723	92	2,416	4,055
Wages and salaries	139,976	3,466	90,837	152,453
National insurance	12,240	303	7,943	13,331
Pension cost	7,757	192	5,034	8,448
Agency suppport staff	124	4	81	135
Total 2024	**222,826**	**5,518**	**144,603**	**242,688**
Total 2023	**192,597**	**5,432**	**164,587**	**225,660**

	Sponsorships	Total 2024	Total 2023
	£	£	£
Office overheads	2,862	158,416	**143,746**
Office consumables	137	7,608	**9,358**
Auditor's remuneration	189	10,475	**11,300**
Wages and salaries	7,116	393,848	**362,256**
National insurance	622	34,439	**44,301**
Pension cost	394	21,825	**27,258**
Agency suppport staff	8	352	**2,152**
Total 2024	**11,328**	**626,963**	**600,371**
Total 2023	**12,095**		**600,371**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

7 Staff costs

Staff costs were as follows:	Total 2024 £	Total 2023 £
Wages and salaries	393,847	362,256
Social security costs	34,439	44,301
Pension costs	21,825	27,258
Agency staff costs	350	2,153
	450,461	435,968

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

	Total 2024 No	Total 2023 No
	11	13

The number of higher paid employees was:

In the band £60,001 - £70,000	-	2
In the band £110,000 - £120,000	-	-

Key management personnel comprises the co-Chief Executive Officers (2023: Chief Executive Officer, Director of ITT and the Finance and Operations Manager), who are engaged on a part-time basis.

Jaspal Rohel and Katherine Marson have provided professional consultancy services in which they have acted as co-Chief Executive Officers during the year. The total paid to key management personnel was £75,000 (2023: £239,698).

Pensions

The pension cost for those employees in the Local Government Pension Sheme (LGPS) is assessed in accordance with the advice of a qualified actuary using the projected unit method. This scheme is subject to a triennial review with the most recent one being available at 31 March 2022.

The pension contributions paid in the year to the LGPS pension scheme were £2,974 (2023: £3,600).

Pension contributions paid in the year to defined contribution schemes were £18,851 (2023: £23,658).

8 Net (income)/expenditure

This is stated after charging:	Total 2024 £	Total 2023 £
Auditor's remuneration - audit	6,550	6,150
Auditor's remuneration - other services	1,500	1,500

During the year, no Trustees received any remuneration or reimbursed expenses (2023 - £Nil).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

9 Tangible fixed assets

	Fixture and Fittings £
Cost	
At 1 August 2023 and 31 July 2024	-
Depreciation	
At 31 August 2023 and 31 July 2024	-
Net book value	
At 31 July 2024	-
At 31 July 2023	-

10 Fixed asset investments

	Total £
Market value/cost	
At 1 August 2023	267,572
Amount written off	-
Revaluations	23,896
At 31 July 2024	291,468

11 Debtors

	2024 £	2023 £
Trade debtors	23,278	31,515
Other debtors	1,058	11,796
Prepayments and accrued income	9,938	35,317
	34,274	78,628

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

12 Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	73	14,819
Other taxation and social security	14,934	65,201
Other creditors	107,488	64,279
Accruals and deferred income	82,453	150,997
	204,948	295,296

Deferred income	2024	2023
	£	£
Deferred income at 31 July 2023	29,675	210,762
Resources deferred during the year	16,921	29,675
Amounts released from previous years	(29,675)	(210,762)
Deferred income at 31 July 2024	16,921	29,675

At the balance sheet date the charity was holding funds received in advance of £16,921 (2023: £29,675) for 2023/24 comprising: £16,371 (2023: £20,845) from the DLP and other £550 (2023: £8,830).

13 Statement of funds

	Balance at 1 August 2023	Incoming Resources	Resources Expended	Gains/ (Losses)	Balance at 31 July 2024
	£	£	£	£	£
Unrestricted funds					
General funds	640,291	635,121	(634,463)	24,092	665,041
Restricted funds					
Computers for children	196	-	-	(196)	-
Developing Local Provision	-	159,068	(159,068)	-	-
Total restricted funds	196	159,068	(159,068)	(196)	-
Restricted Pension Fund					
Pension Reserve	6,000	-	-	(6,000)	-
Total funds	646,487	794,189	(793,531)	17,896	665,041

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

13 Statement of funds (cont'd)

Restricted funds

The ITT funds are to be applied for teacher training programmes in accordance with the funder terms.

The Inclusion and Opportunity funds are residual balances of funding which is to be used to continue to support activities focussed on delivering inclusion and opportunity within schools.

Independent funds are held in relation to specific individual schools.

European funding amounts are to be applied for specific projects funded by the European Union in accordance with the specifications of the particular project.

Computers for children funding amounts are funds are donations of computers and funding for the purchase of computers, which are to be donated to children.

Statement of funds - prior year

	Balance at 1 August 2022	As Restated Incoming Resources	As Restated Resources Expended	Gains/ (Losses)	Balance at 31 July 2023
	£	£	£	£	£
Unrestricted funds					
General funds	**746,353**	564,192	(670,251)	(3)	**640,291**
Restricted funds					
European funding	-	(2,208)	-	2,208	-
Computeres for children	**196**	-	-	-	**196**
Developing Local Provision	-	194,387	(194,387)	-	-
3Ms	-	19,406	(19,406)	-	-
YEF - CRC	-	1,500	(1,500)	-	-
Total restricted funds	**196**	**213,085**	**- 215,293**	**2,208**	**196**
Restricted Pension Fund					
Pension Reserve	**6,000**	-	-	-	**6,000**
Total funds	**752,549**	**777,277**	**(885,544)**	**2,205**	**646,487**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

14 Analysis of net assets between funds

Fund balances at 31 July 2024 are represented by:

	Restricted Funds	Restricted Pension Funds	Unrestricted Funds	Total
	£	£	£	£
Fixed asset investments	-	-	291,468	291,468
Current assets	196	-	578,325	578,521
Creditors due within one year	-	-	(204,948)	(204,948)
Defined benefit pension scheme	-	-	-	-
	196	**-**	**664,845**	**665,041**

Comparative information in respect of the preceding period is as follows:

Fund balances at 31 July 2023 are represented by:

	Restricted Funds	Restricted Pension Funds	Unrestricted Funds	Total
	£	£	£	£
Fixed asset investments	-	-	267,572	267,572
Current assets	10,196	-	658,015	668,211
Creditors due within one year	(10,000)	-	(285,296)	(295,296)
Defined benefit pension scheme	-	6,000	-	6,000
	196	**6,000**	**640,291**	**646,487**

15 Reconciliation of net movement in funds to net cash flow from operating activities

	2024	2023
	£	£
Net income/(expenditure) for the year (as per Statement of Financial Activities)	**658**	**(108,267)**
Adjustment for:		
Decrease/(increase) in debtors	**44,354**	**(42,698)**
Increase/(decrease) in creditors	**(90,348)**	**(219,049)**
Net cash used in operating activities	**(45,336)**	**(370,014)**

16 Analysis of cash and cash equivalents

Cash in hand	**544,247**	**589,583**
Total	**544,247**	**589,583**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

17 Operating Leases

At 31 July 2024, the total of Titan Partnership's future minimum lease payments under non-cancellable operating leases was:

	Buildings	Other	Total
	£	£	£
Amounts due within one year	17,587	-	17,587
Amounts due more than one year	4,397	-	4,397
	21,984	-	21,984

18 Agency arrangements

The partnership distributes ITT bursary funds to trainee teachers as an agent for the DfE. In the period 1 August 2023 to 31 July 2024, the partnership received £418,400 (2023: £180,800) and disbursed £399,100 (2023: £201,800) from the fund. An amount of £10,300 (2023: £9,000 owed to Titan Partnership) is due back to the DfE at 31 July 2024.

19 Related party transactions

Owing to the nature of the company's operations, the board of trustees are drawn from the membership of the company and transactions do therefore take place with organisations in which the trustees have an interest. All such transactions are conducted on the same basis as other members of the company.

Anglesey Primary School, an academy in which Paul Doddridge (Resigned 15/04/2024) is a Trustee. Titan Partnership received meeting room hire income, Primary moderation training and Titan awards and Charity dinner tickets totalling £Nil (2023: £3,137) from Anglesey Primary School during the year. £Nil (2023: £72) was due from Anglesey Primary School at 31 July 2024 in respect to these fees.

Aston University Engineering Academy, an academy in which Daniel Locke-Wheaton (Trustee) is a Trustee. Titan Partnership received Sharing Panel contributions totalling £Nil (2023: £2,310) from Aston University Engineering Academy during the year. £Nil (2023: £Nil) was due from Aston University Engineering Academy at 31 July 2024 in respect to these fees.

South & City College, a college in which Anna Marie Mason (Trustee) is a Trustee. Titan Partnership received payment for Titan awards & Charity dinner tickets and Brilliant Diversity training fees totalling £Nil (2023: £105) from South & City College during the year. £Nil (2023: £36) was due from South & City College at 31 July 2023 in respect to these fees.

Titan Education Trust, a Multi Academy Trust in which Nicola Hutchison (Trustee) is a Trustee. During the year payroll services were provided to Titan Education Trust and Titan Partnership received admin fees totalling £211 (2023: £3,137) and Sage Support totalling £1,570 (2023: £1,386). Titan Partnership also received meeting room hire income totalling £Nil (2023: £Nil). At the end of the year, amounts due to Titan Education Limited stood at £Nil (2023: amounts due from Titan Education Limited stood at £20,825).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

19 Related party transactions (Cont'd)

Hamstead Hall Academy, an academy in which Jonathan Luke Mortimer (Trustee) is a Trustee. Titan Partnership received Sharing Panel contributions totalling £13,102 (2023: £9,533) from Hamstead Hall Academy during the year. £Nil was due from Hamstead Hall Academy on 31 July 2024 in respect to these fees.

Ladypool Primary School, an academy in which Fiona Michelle Atherton (Appointed 05/09/2023) is a Trustee. Titan Partnership provided Primary Moderation Training totalling £702 (2023: £Nil) during the year. £Nil was due from Ladypool Primary School on 31 July 2024 in respect to these fees.

20 Pensions and similar obligations

The Charity's employees belong to two principal pension schemes: the Royal London Pension Scheme and the Local Government Pension Scheme (LGPS) which is managed by the West Midlands Pension Fund. The Royal London Pension Sheme is a defined contribution scheme. The Local Government Pension Scheme is a defined multi employer benefit scheme.

The total LGPS pension cost to Titan Partnership Limited during the year ended 31 July 2024 was £4,000 (2023: £4,000).

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the LGPS 31 March 2022.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

The LGPS is a funded defined benefit scheme, with the assets held in a separate trustee administered funds. The total contributions made for the year ended 31 July 2024 were £2,974 of which employers contributions totalled £2,974 (2023: £4,000) and employees contributions totalled £Nil (2023: £Nil). The agreed contributions for future years are 19.8% for employers and an average contribution rate 5.50% for employees.

No LGPS valuation has been performed for 31 July 2024 as the valuation is not material to the financial statements. An LGPS valuation will be performed for year ending 31 July 2025.

Principal Actuarial Assumptions at 31 July 2024

The major assumptions used by the actuary at the date of the last valuation were:	At 31 July 2024 % per annum	At 31 July 2023 % per annum
Discount rate	1.60%	1.60%
Salary increases	3.75%	3.75%
Pension increase	2.75%	2.75%

Sensitivity analysis for the principal assumptions used to measure	At 31 July 2024 £	At 31 July 2023 £
Discount rate increased by 0.1% per annum	225,000	225,000
Adjustment to pension increases and deferred revaluation by 0.1%	243,000	243,000
Life expectancy at retirement increased by 1 year	243,000	243,000

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

20 Pensions and similar obligations (cont'd)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 July 2024	At 31 July 2023
Longevity at age 65 retiring today	years	years
- Men	21.6	21.6
- Women	24.0	24.0
Longevity at age 65 retiring in 20 years		
- Men	23.4	23.4
- Women	25.8	25.8

The Charity's share of the assets in the scheme were:	Fair value At 31 July 2024	Fair value At 31 July 2023
	£	£
Equity instruments	153,223	153,223
Debt instruments	21,595	21,595
Property	18,510	18,510
Cash	9,255	9,255
Other	51,417	51,417
Total market value of assets	254,000	254,000
Present value of scheme liabilities		
- Funded	(254,000)	(254,000)
- Unfunded	254,000	248,000
Total liabilities	(254,000)	(254,000)
Surplus in the scheme	-	(6,000)

The actual return on the scheme assets in the year was £Nil (2023: £Nil).

Amounts recognised in the Statement of Financial Activities	2024	2023
	£	£
Current service cost	3,000	4,000
Interest income	(3,000)	(3,000)
Interest cost	3,000	3,000
Administration costs	-	-
Total amount recognised in the SOFA	3,000	4,000

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2024 (cont'd)

20 Pensions and similar obligations (cont'd)

	2024	2023
Changes in surplus during the year	**£**	**£**
Balance at 1 August	**(6,000)**	**(6,000)**
Transfer in of pension surplus	**-**	**-**
Movement in year:		
- Employer service cost (net of employee contributions)	**3,000**	**4,000**
- Employer contributions	**(3,000)**	**(4,000)**
- Expected return on scheme assets	**(3,000)**	**(3,000)**
- Interest cost	**3,000**	**3,000**
- Asset ceiling adjustment	**6,000**	**-**
Surplus in the scheme at 31 July	**-**	**(6,000)**

Changes in the present value of defined benefit obligations were as follows:	2024 **£**	2023 **£**
Balance at 1 August	**248,000**	**241,000**
Transfer in of pension liabilities	**-**	**-**
Current service cost	**3,000**	**4,000**
Past service cost	**-**	**-**
Interest cost	**3,000**	**3,000**
Contributions by scheme participants	**-**	**-**
Benefits paid	**-**	**-**
Actuarial loss	**-**	**-**
Scheme liabilities at 31 July	**254,000**	**248,000**

Changes in the fair value of charity's share of scheme assets:	2024 **£**	2023 **£**
Balance at 1 August	**254,000**	**247,000**
Transfer in of pension assets	**-**	**-**
Expected return on scheme assets	**3,000**	**3,000**
Actuarial gain	**-**	**-**
Contributions by employer	**3,000**	**4,000**
Benefits paid	**-**	**-**
Administration expenses	**-**	**-**
Asset ceiling adjustment	**(6,000)**	**-**
Fair value of scheme assets at 31 July	**254,000**	**254,000**

The estimated value of employer contributions for the year ended 31 July 2025 is £3,000 (2024: £4,000).

The fair value of the pension plan assets at 31 July 2024 is in excess of the present value of the defined benefit obligations at that date, giving rise to a net surplus of £Nil (2023: £6,000). This surplus is recognised in the financial statements only to the extent that the academy trust can recover this surplus, either through a reduction in future contributions or through a refund to the charitable trust.

20 Pensions and similar obligations (cont'd)

The charitable trust is not able to determine that future contributions will be reduced and it is not possible for the charitable trust to receive a refund from the scheme, as the specific conditions for this have not been met.Therefore an asset ceiling is in place such that the surplus of £6,000 (2023: £Nil) is not recognised as an asset at 31 July 2024 and the net asset/liability recognised in the financial statements is capped at £Nil.

21 Events after the end of the reporting period

There are no material adjusting or non adjusting events arising after the balance sheet date.

TITAN PARTNERSHIP LIMITED

England & Wales - Charity number 1081749

Accounts

TITAN PARTNERSHIP LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2023

Registered Number: 04005034
Charity Number: 1081749

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 JULY 2023

Trustees	Paul Doddridge Nicola Hutchison Daniel Locke-Wheaton (Chair of Trustees) Georgina Kearnery-Bambridge Anne-Maire Mason Jaspal Rohel (Resigned 30 November 2023) Jonathan Mortimer Alex Lofthouse (Appointed 1 September 2023) Joanne Tyler (Appointed 1 September2023) Fiona Atherton (Appointed 1 September 2023)
Company registered number	04005034
Charity registered number	1081749
Registered office	Faraday Wharf Holt Street Birmingham B7 4BB
Chief executive officer	Carolyn Chapman – Lees / Sheila Sturgeon
Independent auditors	UHY Hacker Young (Birmingham) LLP 9-11 Vittoria Street Birmingham B1 3ND
Bankers	Lloyds TSB Plc 114-116 Colmore Row Birmingham B3 2FD

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2023

Introduction

In 2022/23 the education sector, both locally and nationally, continued to face significant challenges stemming from the lingering effects of the pandemic and the economic repercussions of the war in Ukraine. Escalating living costs compounded the difficulties, leading to teacher strikes and placing additional strain on schools grappling with rising costs. Titan Partnership proactively continued to offer a virtual and hybrid model for their activities. This strategic adaptation aimed to guarantee that members continued to experience concrete support, benefits, and impact from their membership offerings amid the prevailing challenges in the educational landscape.

We are delighted to report that 2022/23 was another successful year for Titan Partnership. The membership base remained consistently strong, demonstrating that our members really value the unique support that Titan offers.

Strategy

Our strategy continued to focus on member activities which we reviewed and adapted to ensure it aligned with member needs. The organisation structure was adapted to provide better support for the strategy and activities, which included strengthening of the Board with recruitment of additional trustees.

Key partnerships across the city have also strengthened further, which has manifested through sponsorship of headline activities such as the Titan Charity Awards and the Aston Olympians. Titan's performance remains steadfast, evident in a strong membership base and the broadening scope of projects and activities. This trajectory ensures a more diverse, stable, and sustainable organisation moving forward.

The DfE Initial Teacher Training (ITT) Re-accreditation Process

Following the DfE Market Review of ITT (2022), all accredited providers were required to submit a bid for accreditation from 2024 onwards. Titan submitted a successful bid and then undertook an extensive forecasting exercise to evaluate our capacity to continue operating as a small, standalone provider. The significant demands for research-underpinned, specialist programmes for mentors and for trainees in all secondary subjects and the primary phase combined with our small size led us to explore partnership with a larger provider. From September 2024 we will operate as a lead partner for the national ITT provider Teach First, and we will recruit our first cohort during 23/24.

Key Headline Achievements in 2022/23:

- **Membership of the Titan network**
  - 54 members retained as of July 2023 which demonstrated a strong network in the most financially challenging times
- **Initial Teacher Training**

  Financial target achieved for 2022/23
  - 14 SCITT and Schools Direct trainees awarded PGCE & QTS in July 2023
  - 34 End Point Assessments for Teaching Apprenticeships were delivered in partnership with Wolverhampton University
  - 2 number of Assessment Only Route (QTS) were also delivered in 2022/23

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

- **Student activities and events**

  We provided a range of student competitions, experiences, activities, and events, whilst continuously recognising and rewarding student accomplishments, with the aim of inspiring and raising the aspirations of young people across our diverse network of schools, colleges and universities. Student engagement in Titan activities and events remained strong.

  Titan's Aston Olympians event saw over 600 primary students take part in our sport challenge in an inspirational university setting; over 6,000 students have now benefited from this annual event.

  We continued to use our strong links with businesses, employers and enterprise networks to ensure our young people have access to careers and employability programmes that provide them with the experience and skills to succeed. We organised a calendar of events in partnership with WildHearts, Barclays, NHS, Nestle, Wesleyan, National Grid, Seven Trent, Young Enterprise among others to support schools' delivery of careers education; this was designed to integrate seamlessly with careers activity in school and national careers focus days.

  Our virtual Careers Fair has allowed Titan to reach a wider audience, with users from across the United Kingdom accessing content; due to it being accessible online, this provided the opportunity for our students to access this resource at any time.

- **Leaders/staff activities and events**

  Titan continued to offer its broad range of highly valued collaborative meetings and working groups for member organisations, building strong networks, and providing space to address local and national issues affecting education. Titan expanded its CPD offering, providing staff with a range of opportunities for personal and career development and growth.

  In partnership with key partners such as Wesleyan, First Class Foundation, Loudmouth and Services for Education, we were able to ensure that we offered staff opportunities at a discounted rate or secured funding so these could be delivered at no additional cost to our network.

- **Training & CPD**
  - ECT Support Sessions
  - Pension Overview Sessions - supported by Wesleyan
  - Primary Moderation
  - Navigating the Terrain RACE Training
  - Loudmouth Training – how to address peer on peer sexual harassment / sexual abuse in school
  - Developing Local Provision – SEND staff training and leadership and governance support

- **Funded projects** continued to remain a key income stream as funding was secured through local, regional, national, and European funding streams.

- **Sponsorship** remained with funds raised to support the Titan Awards & Charity Dinner and the Aston Olympians event.

- **Other income was generated through:**
  - COIF Funds
  - Titan Payroll service
  - Sharing Panel
  - Room Hire
- **Marketing and communications**

  Our Marketing strategy proved highly successful during 2022-23, supporting our Initial Teacher Training programme to exceed its recruitment targets. Titan's paid-for advertising campaigns saw 3.48M impressions with 55,000 click-throughs to our site, aligning with our key focus of improving visibility, brand awareness and engagement.

  The performance of our social media channels has remained strong. By utilising paid social ads, we have been able to extend our reach beyond our follower base (+216,926 users). Additionally, we saw a 20% increase in organic followers across our accounts.

  We significantly improved our member communications by adopting a more focused and streamlined approach to our weekly update. These efforts have been well received, as evident from the increased open and engagement rates of our weekly update. We have continued to monitor and review our databases and distribution lists to ensure the right people are receiving the valuable content that our network is able to signpost and share.

  Our marketing strategy has primarily focused on the growth of Titan ITT, but we can now leverage the insights and learnings gained from 2022-23 to enhance and drive Titan's marketing initiatives that align and support Titan's strategic goals next year.

Objectives as per the Articles of Association

The objectives as per the Articles are the advancement of education of school children, young people, and their teachers/lecturers through the establishment of an inner-city network. Titan Partnership is involved with many projects all of which work towards these objectives.

Titan's Vision 2022/23

With a focus on equality, diversity, and inclusion as well as skills and employability, we are transforming the life chances of young people across our city, and through our specialist teacher training we are creating the teachers and leaders of tomorrow.

Titan's Mission

Social justice is at the heart of everything we do. Titan works hard to deliver solutions that:

- Embed equality, diversity & inclusion in everything we do and offer
- Raise aspirations so that young people can realise their potential
- Build skills that generate prosperity and well-being for individuals, families and communities
- Create resilient, professional, and innovative teachers and leaders

Titan's Objectives – 2022-2023

- Objective 1 - To be the network of choice for all phase, inner city education establishments in Birmingham
- Objective 2 - To recruit cohorts of trainee teachers who are uniquely defined by their diversity and who wish to 'make a difference' in local, inner-city schools.

- Objective 3 - To manage or partner in a range of externally funded projects that directly benefit members of the Titan network. All projects will align closely with Titan's 3 key priorities.
- Objective 4 – To promote Titan's focused CPD / Training offer to member and non-member schools across Birmingham.
- Objective 5 – To create and demonstrate sufficient value with employers with whom Titan currently works so that they sponsor or donate money to Titan.
- Objective 6 - To support employers to engage with schools in a meaningful way so Gatsby Benchmarks are achieved whilst also addressing aspects of their CSR and HR strategies.
- Objective 7 - Through the stated objectives and targets, Titan will achieve growth and financial sustainability.

Titan achieved these objectives and targets through the implementation of a continually ambitious growth strategy focusing on the following key activities.

1) Education Membership & Services
2) Initial Teacher Training
3) Funded Projects/Grants
4) CPD & Training
5) Skills, Employability & Careers
6) Sponsorship & Fundraising
7) Management Fees / Other income sources

Key Activities in 2022/23

The Titan Membership Offer

Through consultation with our members, the Titan network continued to focus on the three key priorities as identified below. These priorities encapsulated the challenges that members faced on a regular basis and through a collaborative and creative approach, Titan supported the development and implementation of a range of solutions.

To address these key priorities, Titan developed a programme of activity for each education phase (some of which were cross-phase). All the activities, events and services identified were included in the annual membership fee, therefore providing real benefit, value for money and impact for each organisation, their staff, and their students. Throughout the year Titan delivered a range of other events and activities as advised by its members.

The Titan Membership Offer 2022/23 - Key Priorities and Activities

Key Priorities

EQUALITY, DIVERSITY & INCLUSION

Equality, Diversity & Inclusion are central to Titan's ethos and values. Titan aimed to demonstrate this through a range of relevant and focused activities for members and the young people they served. The mental health and well-being of all students and staff remained to be a key aspect of this priority.

CAREERS & SKILLS

Titan facilitated an inspiring programme of activities for young people to connect with employers as meaningful employer engagement was the most effective way to develop skills for work. Titan also assisted members to develop and implement effective careers strategies to support the achievement of the Gatsby Benchmarks.

STAFF DEVELOPMENT

Titan continued to support the development of teachers and future leaders through the Titan Initial Teacher Training offer plus opportunities and support mechanisms for leaders, teachers, business support staff and trainee teachers. Titan continued to help members to develop their current teams and their future talent pipelines.

In focus - Key Priorities in 2022/23

Priority 1 – Equality, Diversity & Inclusion

Main beneficiaries

The beneficiaries of Titan's EDI activities have been staff and leaders, as well as students from across the Titan network.

Student and Staff Activities & Events

- Primary Schools
  - Confident Resilient Children (CRC Project)
  - Commonwealth Champions event
  - Employability / Enterprise Programmes with Wildhearts
  - Titan Virtual Careers & Skills Fair
  - Titan All Stars
  - Titan Awards
  - iPad Loans
  - EDI Competitions
  - EDI Group
  - CCE Group
  - EDI Update
  - EDI Calendar
- Secondary Schools
  - Employability & Enterprise Programmes
  - Titan Virtual Careers & Skills Fair
  - Advice and guidance on Apprenticeships
  - iPad Loans
  - Titan Awards
  - EDI Competitions
  - EDI Group
  - CCE Group
  - EDI Update
  - EDI Calendar

Confident Resilient Children (CRC) Project

Titan Partnership was awarded a Youth Endowment Fund grant in 2019 to deliver the Confident Resilient Children (CRC) Project, a primary school intervention for children in Years 5 and 6 across Birmingham. The aim of the project was to help children to develop strategies that build resilience and confidence, and to make positive choices to keep them safe and less vulnerable to exploitation and criminality.

Confident Resilient Children (CRC) Project

By the end of the project in July 2022 (and despite the Covid-19 crisis), the project reached more than 9000 students across 49 schools. The project held a virtual final event in November 2022 to showcase the success of the project.

Commonwealth Champions 2022 (formerly Aston Olympians)

Across three days in June 2023, over 600 students from 16 Titan primary schools took part in a high-profile Commonwealth themed event at Sports Aston. This popular annual event was supported by Wesleyan, and Aston University, with volunteers from Hays, Bruntwood SciTech, and with students from Aston Manor Academy 6th Form.

During Aston Olympians, which Titan has run the last 15 years, the students took part in sports such as Dodgeball, Water polo, and a Gym Challenge. Each day saw medals being presented to the top three teams and all students received a certificate.

Titan Virtual Careers & Skills Fair

Due to the pandemic affecting face to face events over the last few years, the Titan Careers & Skills Fair has transitioned to a year-round virtual event. The website https://www.titancareersandskillsfair.com/ is regularly updated with key information from our member and employer partners and allows students to virtually meet employers, colleges, and universities to help them start thinking about careers, skills, and qualifications.

iPad Loans

Titan continued to offer an iPad Loan scheme to all schools in the network. This provided teachers and students the opportunity to use technology in the classroom that they would not otherwise have had access to. The iPads also supplemented the delivery of the CRC project in the classrooms.

Main beneficiaries - Staff and students accessed the iPads to improve teaching and learning.

Priority 2 – Careers & Skills

Careers & Skills remained a key priority for Titan. In 2022/23 the Careers & Skills Group continued to bring together Careers Advisors in schools and Outreach and Student Recruitment teams from FE, HE and Private Training providers. Local authority representatives also attend this meeting. The group met six times across 2022/23 and continued to be very popular with members and key stakeholders.

Main beneficiaries

Students in network schools, including primary schools, plus Careers Advisors in network schools, Outreach and Student Recruitment teams in Colleges, Universities and Private Training Providers.

Through an extensive programme of activities and events for children and young people Titan helped to raise aspirations through new experiences and build skills for success through the careers, employability, and enterprise activities.

Student & Staff Careers & Skills Activities

- Careers & Skills Group
- Post 16 Group
- Employer Forum
- Updates and newsletters
- Student enterprise activities and competitions

Student & Staff Careers & Skills Activities (cont'd)

- Student employability activities with various employers
- Student mentoring schemes with major employers
- Titan Virtual Careers & Skills Fair

Priority 3 - Staff Development

Initial Teacher Training

With over 30 years' experience training teachers in Birmingham's inner-city schools, Titan continued to offer School Centred Initial Teacher Training (SCITT), School Direct and End Point Assessment for Teaching Apprenticeships in both the primary and secondary age phases. Schools in the Titan Partnership provided excellent learning environments for Titan trainees to develop the key teacher competences so that they could begin their careers as well prepared, confident, reflective teachers. Teacher trainees benefited from additional support because of the ongoing impact of Covid-19 in the relation to Mental Health & Well-being.

Titan ITT aims to train teachers who specifically want to work in inner-city schools where they feel they can make a very real and tangible difference to young lives. In 2022-23 Titan trained 14 new teachers through the SCITT and School-Direct routes. All trainees secured employment as teachers, with five of them receiving job offers within the Titan network.

Assessment Only Route

The Assessment Only Route (AOR) provides a pathway for candidates who have considerable experience of working in schools but do not possess Qualified Teacher Status (QTS). It is a route that enables a teacher to be assessed for QTS if they are currently working as an unqualified teacher, paid or unpaid. In 2022/23 two teachers gained QTS through the Titan Assessment Only Route.

End Point Assessment – Teaching Apprenticeship

The Titan Partnership is accredited as an End Point Assessor for the Postgraduate Teaching Apprenticeship. The apprenticeship route allows schools to use the apprenticeship levy to cover the cost of training. This route takes four terms to complete. All apprentices need to complete a final assessment after the award of QTS with an independent assessor which is carried out in the first term of the early career teacher (ECT) year. In 2022/23 34 Teaching Apprentices at Wolverhampton University achieved their qualifications following EPA by Titan.

Staff CPD & Training

Titan also supported staff development through a focused programme of CPD and Training. Members had access to a free ECT Support programme which focused on Birmingham and teaching in inner-city schools. In the academic year 2022/23 Titan offered the following CPD programmes for ECTs and teachers as part of the membership offer:

Other activities and support for Titan members

Titan continued to facilitate a number of meetings, forums, and workshops with the aim of assisting staff across the network in sharing best practice, addressing challenges together and explored new ways in which they could work together more effectively and efficiently.

The programme of staff support and development (at all levels) included;

- Head Teacher meetings (Primary and Secondary)
- Deputy Head Teacher meetings
- Child Criminal Exploitation meetings

Other activities and support for Titan members (cont'd)

- School Business Manager meetings
- Equality Diversity and Inclusion Group
- PSHE / Pastoral Leads meetings
- Mental Health and Wellbeing Group
- SENDCo meetings
- Careers & Skills Meetings
- Post-16 meetings
- Titan Awards 2023

Northwest Network Sharing Panel

In 2022/23 Titan continued to manage activities and legacy funding for the Northwest Secondary Schools Network (most of which are Titan members). The funding, contributed by the schools involved in Sharing Panel, covered the operation of the NW Network Sharing Panel and the placing of Fair Access students, many of whom had been absent from education for some time.

Sharing Panel

Schools from across the North West Network active in the Sharing Panel, contribute an agreed fee each academic year. Titan managed the Sharing Panel which included its co-ordination, outreach support, administration, and finance. Titan also appointed a new Chair to run the monthly Sharing Panel meetings and to oversee the Fair Access processes as these became more complex when the School Admissions Code changed in September 2023. During the year, a new set of protocols were developed by Titan and agreed by headteachers in preparation for the change from Managed Moves to Off Site Provision.

The number of contributing schools to the Northwest Network Sharing Panel in 2022/23 was 15.

As part of ensuring continuous improvement, Titan conducts an annual evaluation of the Sharing Panel. The quality of the provision was rated very good or excellent. This enabled Titan to continue high quality Sharing Panel provision.

Main beneficiaries

Vulnerable young people at risk of permanent exclusion were the key beneficiaries however the wider impact is on the whole school population as behaviour management strategies are deployed in a consistent and equitable manner across the network. The support of Fair Access students also continued over 2022/23 with the Sharing Panel supporting vulnerable young people who have often been out of education for some time.

Key impacts included:

- reduced permanent exclusions across the network
- a cross-network programme of interventions to suit the various needs of individual students
- earlier and more effective interventions for vulnerable young people through early reporting and supportive programmes

UK and EU Funded Projects

In 2022/23 Titan managed the continual delivery of its UK and European project funding which benefitted schools, staff, and students across the Titan network:

- The Confident Resilient Children Project (CRC), funded by Youth Endowment Fund
- United in Diversity (Erasmus+)

UK and EU Funded Projects (cont'd)

- Schools for Inclusion, Whole-School Approach for the Inclusive Education of Migrant, Refugee and Asylum-Seeking Children and Unaccompanied Minors (Erasmus+)
- Birmingham Active Research Project in partnership with Birmingham Virtual School

All European projects involved elements of research plus staff training and development, whilst UK funded projects aimed to engage students and staff in practical solutions focused activities especially around Child Criminal Exploitation and youth violence.

Main beneficiaries

The United in Diversity Project involved three schools within the Titan network which benefit from partner institution exchange visits across Europe. These exchange visits enabled the sharing of best practice and having access to newly developed resources to improve the teaching and assessment of students in relation to diversity and inclusion. By working with diverse groups of staff and students across Europe all involved demonstrate increased confidence and competence. Students benefited through a more inspired learning experience that focuses on the development of their personal and academic skills. The project involved three partners from Czech Republic, Portugal, and Romania.

Following the Covid-19 pandemic, this project resumed in September 2021 with partner exchanges taking place in Romania and Portugal in March and May 2022, respectively.

The Schools 4 Inclusion Project proposes the development of an effective strategy for the evolvement of the school into an inclusive environment, conducive to the successful integration of children of migrant backgrounds. It aims to support inclusive education in the overall improvement in social cohesion, language skills, child poverty prevention, and foster participation. The project involved three Titan schools and four European partners from Greece, Portugal, Romania, and Spain.

The Confident Resilient Children (CRC) Project

The Confident Resilient Children (CRC) Project was funded by the Youth Endowment Fund (YEF), a charity with a ten-year £200m endowment to prevent children and young people becoming involved in violence.

The CRC Project aimed to support Year 5-6 (age 9-11) children to build resilience and confidence and keep them safe from exploitation and criminality. Delivered by the Titan Partnership, together with Lime and Emerge Leadership, the programme combined universal and targeted elements, and reached 9,000 children from over 49 schools over three years.

Developing Local Provision (DLP) Project

Funded by Birmingham City Council (BCC), Titan Partnership co-ordinates DLP project on behalf of the nineteen schools in the Aston and Nechells Primary Consortium. The aim of the project is to improve provision for pupils with more complex/significant needs in Birmingham mainstream schools. The project presents a solution to the urgent need for support in planning SEND provision effectively and efficiently. It also presented a collaborative network approach whilst accommodating the bespoke requirements of each school. The project works to reduce variability and promote inclusion and equity of provision for pupils at the universal and targeted levels of need in mainstream schools. It also aimed to reduce the number of students attending Resource Bases and Special Schools whose needs could be met in mainstream with appropriate and more cost-effective support.

Developing Local Provision (DLP) Project (cont'd)

Seventeen of the nineteen schools Consortium schools engaged with the project and received a combination of physical resources and organised courses with a focused attention on Social Communication, Emotional Regulation and Transactional Support (SCERTS) and upskilled over 305 members of staff across the Aston and Nechells Consortium. Courses include Makaton, Positive Handling, Thrive Training, Dynamis Training, Attention Autism and training to implement the physical intervention resources that schools received. 2023 marked the end of a successful year of the project and completion of Phase 1. Titan was amongst the first three Consortiums to have been awarded extension for Phase 2 of the project.

BVS Action Research Project

The BVS Action Research Project was aimed to capture and analyse the current guidance and practice relating to suspensions and exclusions with Birmingham Virtual School (BVS). It engaged education professionals across mainstream and AP schools and those with expertise in supporting CIC, LAC and PLAC. The research project triangulated BVS guidance with the DfE Suspensions and Exclusions and DfE Behaviour Guidance (July 2022). Schools were engaged through primary research; analysis of practice; dissemination of guidance; and guidance on the implementation of support.

Strategic Partnerships

In 2022/23 Titan strengthened and created more meaningful and mutually beneficial relationships with strategic partners across the city. Partners included Aston University, Arthur Terry Learning Partnership, Birmingham 2022 Commonwealth Games, Birmingham City Council, Emerge Leadership, First Class Foundation, Greater Birmingham Chamber of Commerce, Hays Recruitment, Innovation Birmingham, Joseph Chamberlain College, Lime, West Midlands Violence Reduction Partnership, West Midlands Police & Crime Commissioner, South & City College Birmingham, University College Birmingham, Wesleyan and Zen Educate.

These companies either have similar visions, missions, and objectives to Titan or CSR/ESG strategies that focus on education and young people therefore we were able to align from both a business and ethical perspective. Some of these organisations also have services or products from which Titan members can benefit in terms of student and staff performance therefore Titan promotes these to members often with exclusive offers and discounted packages.

Sponsorship Activities

In 2022/23 Titan received sponsorship funds from Aston University, and Wesleyan for the Commonwealth Champions event in June 2023. Titan also received sponsorship for the Titan Awards and Charity Dinner in July 2023 from In 2022/23 Titan received sponsorship funds from Aston University and Wesleyan for our Aston Olympians event in June 2023. Titan also received sponsorship for the Titan Awards and Charity Dinner in July 2023 from Aston University, Wesleyan, Towergate, Wildhearts, First Class Foundation and Keith Stokes-Smith.

Titan continued to create more meaningful partnerships with local employers and is seeking to create efficiencies through the effective use of in-kind support.

Key challenges in 2022/23

- The ongoing costs relating to the pandemic continued to put pressure on members
- Staff retention and recruitment continued to remain a poignant issue due to teacher workload, mental health and wellbeing, whether due to COVID-19 or other illnesses.

Key challenges in 2022/23 (cont'd)

- Schools grapple with budget constraints, necessitating a continual focus on ensuring our membership remains up-to-date and provides value for money.
- Due to COVID-19, schools prioritised core teaching and learning activities, sometimes at the expense of additional meetings, activities, and events, impacting attendance.
- The continual SEND challenges, coupled with insufficient funding across Birmingham, increased pressure on schools to provide tailored provision for a growing number of students with SEND with limited funding being made available.
- Knife crime, violent incidents, and gang culture continued to impact the school and college environment, placing additional strain on already stretched school resources.

The DfE and national agendas

The national shortage of teachers continued as a key challenge for the school sector in 2022/23. Existing arrangements for bursary payments for trainee teacher recruited to teach shortage secondary subjects continued and the 2022 Schools White Paper set two measures in relation to attracting the best teachers: increasing starting salaries and providing incentives to those who work in schools in most need.

National targets for initial training programmes were, however, missed in almost all subjects and overall recruitment to ITT in England was 62% as a proportion of the national target to train in the year ahead. Titan recruitment during 22/23 was relatively healthy, in relation to the national picture, and produced a cohort of 35 to train in 23/24.

Funding for the education sector

The national funding landscape continues to cause extreme concern for all phases of education and therefore value for money and impact are key factors when education institutions make decisions about Titan membership. In July 2023 Titan had 54 members suggesting that Titan is providing the support and value required by members. Retention of members is a key strength for Titan. The challenge of demonstrable value and impact remains, and Titan is working hard to ensure it provides relevant services and support whilst also improving these through ongoing reviews and evaluations.

Competition

Other network organisations may be considered as competition however, Titan is confident that its unique membership offer, and member focused approach continues to create real value and support that members are looking for in Birmingham. Other potential competitors are Multi Academy Trusts, however as we have a number of MAT school members, we can quite confidently state that they view Titan as a beneficial, supportive network. The local context which Titan provides is proving a positive aspect of the membership offer. However, as school funding continues to present severe restrictions Titan needs to constantly review the offer so that MATs, maintained schools, alternative provision and special schools, as well as FE Colleges, Universities and Private Training Providers all derive value and benefit from membership.

The proliferation of private education suppliers / providers, especially ed tech companies, offering products and services to schools does have an impact on Titan but only in so much that they make for a very saturated marketplace. Titan continues to adapt to the local environment by working closely with our members. We demonstrate impact and value that genuinely supports our member institutions meaning we maintain growth and the ability to thrive.

The Future of Titan – Strategy for 2022/23 and beyond

Titan's strategy continues to evolve to meet the changing needs of the education sector in Birmingham. In July 2021, the Titan Executive Committee approved an ambitious five-year growth plan. However, this has pivoted significantly because of the ITT reaccreditation process. In July 2022, the Titan Executive Committee cautiously approved a draft growth strategy focused on the ITT provision. This continued to be adapted in 2022/23 considering the external environmental changes set by the DfE.

In 2023/24, Titan will continue to develop and deliver a more customer focused approach to ensure value for money, benefit, and impact for members. Titan is also working much more intensively with the local business community to address the local skills gap agenda. This work is significantly raising Titan's profile with businesses across the city. Titan will continue to work closely with the Local Authority, Greater Birmingham Chamber of Commerce, West Midlands Combined Authority, DWP, community groups and other organisations with aligned values and objectives.

Titan continues to thrive because of robust financial controls and a membership offer that is of real benefit and value to our network. Titan is a resilient and agile organisation able to continually flex to the needs of the local education environment



.....
Daniel Locke-Wheaton
Chair of Trustees
16 January 2024

TRUSTEES' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 JULY 2023

The Trustees (who are also directors of Titan Partnership Limited for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and theh apply them consistently;
- observe the methods and principles of the Charities SORP 2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the charitable company's auditor in connection with preparing its report and to establish that the charitable company's auditor is aware of that information.

This report was approved by the trustees on 16 January 2024



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Daniel Locke-Wheaton

Chair of Trustees

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2023

Opinion

We have audited the financial statements of Titan Partnership Limited (the charitable company) for the year ended 31 July 2023 which comprise Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows and notes to the financial statement, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019.

In our opinion the financial statements:

- give a true and fair view of the state of the Titan Partnership Limited's affairs as at 31 July 2023 and of its incoming resources and application of resources, including 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 and the Charities SORP 2019.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the financial statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the Strategic Report, and the Trustees Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 15, the trustees 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 Titan Partnership Limited'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.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of Titan Partnership Limited and the industry in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by Titan Partnership Limited, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities SORP 2019. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and Titan Partnership Limited's net income for the year.

Audit procedures performed included: review of the financial statement disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, including correspondence with the Education and Skills Funding Agency review of correspondence with legal advisors, enquiries of management and review of internal audit reports in so far as they related to the financial statements, and testing of journals and evaluating whether there was evidence of bias by the trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the academy trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the academy trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Use of our report

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

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Malcolm Winston, Senior Statutory Auditor
UHY Hacker Young (Birmingham) LLP, Statutory Auditor
9-11 Vittoria Street, Birmingham, B1 3ND

16 January 2024

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JULY 2023

(Incorporating the Income and Expenditure Account)

	Note	Restricted Funds £	Unrestricted Funds £	Total 2023 £	Total 2022 £
Income and endownments from:					
Donations and legacies	2	-	15,659	15,659	**26,813**
Charitable activities	3	213,085	545,298	758,383	**1,002,701**
Investment income	4	-	3,235	3,235	**87**
Total income and endownments		**213,085**	**564,192**	**777,277**	**1,029,601**
Expenditure on:					
Charitable activities	5	215,293	670,251	**885,544**	**1,055,375**
Total expenditure		**215,293**	**670,251**	**885,544**	**1,055,375**
Net income/(expenditure)		**(2,208)**	**(106,059)**	**(108,267)**	**(25,774)**
Transfers between Funds	13	2,208	(2,208)	-	-
		-	**(108,267)**	**(108,267)**	**(25,774)**
Other recognised gains and losses					
Net gain/(loss) on investments	10	-	2,205	**2,205**	**(15,699)**
Actuarial gain on defined benefit pension schemes	19	-	-	-	-
Net movement in funds		-	**(106,062)**	**(106,062)**	**(41,473)**
Reconciliation of funds:					
Total funds brought forward	13	6,196	746,353	752,549	**794,022**
Total funds carried forward	13	**6,196**	**640,291**	**646,487**	**752,549**

BALANCE SHEET AS AT 31 JULY 2023

			2023		2022
Fixed assets	**Note**	**£**	**£**	**£**	**£**
Tangible assets	9		-		-
Investments	10		267,572		265,367
			267,572		**265,367**
Current assets					
Debtors	11	78,628		35,930	
Cash at bank and in hand		589,583		959,597	
				995,527	
		668,211			
Creditors: amounts falling due within one year	12	**(295,296)**		**(514,345)**	
Net current assets			**372,915**		**481,182**
			640,487		**746,549**
Defined Benefit Pension Scheme Asset	19		**6,000**		**6,000**
Net assets			**646,487**		**752,549**
Charity Funds					
Restricted funds	13		196		196
Pension reserve	13		6,000		6,000
Unrestricted funds	13		640,291		746,353
Total funds			**646,487**		**752,549**

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 16 January 2024 and signed on their behalf, by:



Daniel Locke-Wheaton
Chair of Trustees

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 JULY 2023

	Note	Total 2023 £	Total 2022 £
Cash flows from operating activities			
Net cash (used in)/provided by operating activities	15	**(370,014)**	**107,967**
Cash flows from investing activities:			
Proceeds from sale of investments		-	-
Net cash provided by investing activities		-	-
Change in cash and cash equivalents in the year		**(370,014)**	**107,967**
Cash and cash equivalents brought forward		**959,597**	**851,630**
Cash and cash equivalents carried forward	16	**589,583**	**959,597**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023

1 Accounting Policies

1.1 General information

Titan Partnership Limited is a charitable company limited by guarantee and registered with Companies House and the Charity Commission in England and Wales. It operates from its registered office of 75 Harborne Road, Birmingham 815 3DH. The principal activity is the advancement of education through its network.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Titan Partnership Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.3 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 2. In the event of the company being wound up, the liability in respect of the guarantee is limited to £10 per member of the company.

1.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1.5 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

1 Accounting Policies (cont'd)

1.6 Expenditure

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

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

1.7 Tangible fixed assets and depreciation

All fixed assets costing more than £1,000 are capitalised.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings - 25% straight line

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'net gains on investment' in the statement of financial activities incorporating income and expenditure account.

1.9 Operating leases

Rentals under operating leases are charged to the statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

1.10 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the balance sheet date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the statement of financial activities incorporating income and expenditure account.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

1 Accounting Policies (cont'd)

1.11 Interest receivable

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

1.12 Pensions

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

One employee is a member of the Local Government Pension Scheme (LGPS), a multi-employer defined benefit scheme where the underlying assets and liabilities are separately identifiable.

Pension costs for seconded staff are recognised when charged by the schools in question.

1.13 Debtors

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

1.14 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.15 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.16 Liabilities and provisions

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

1.17 Critical accounting estimates and areas of judgment

Estimates and judgments 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.

Critical accounting estimates and assumptions relate to the fair value of investments. These are based on the listed market value which could cause a material adjustment to the carrying value of the assets in the next financial year.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

2 Income from donation and legacies

	Restricted Funds	Unrestricted Funds	Total 2023	Total 2022
	£	£	£	£
Donations	-	15,659	15,659	26,813

Of the income from donations and capital grants received in year, £Nil (2022: £196) was restricted and £15,659 (2022: £26,617) was unrestricted.

3 Income from charitable activities

	Restricted Funds	Unrestricted Funds	Total 2023	Total 2022
	£	£	£	£
Initial teacher training	-	249,347	249,347	**232,645**
CPD and training	-	7,032	7,032	**8,803**
Funded project income	213,085	-	213,085	**490,469**
Membership and services	-	286,444	286,444	**268,784**
Other Income	-	2,475	2,475	**2,000**
	213,085	**545,298**	**758,383**	**1,002,701**

The income from charitable activities from the charitable company for 2023 was £758,383 (2022 : £1,002,701) of which £213,085 (2022: £490,469) was restricted and £545,298 (2022: £512,232) unrestricted.

Included in funded project income is £Nil (2022: £46,220) of project funding from the European Union.

All terms and conditions of government funding have been met.

4 Investment income

	Restricted Funds	Unrestricted Funds	Total 2023	Total 2022
	£	£	£	£
Bank interest receivable	-	3,235	3,235	87
	-	**3,235**	**3,235**	**87**

The investment income from the charitable company for the 31 July 2023 was £3,235 (2022: £87) of which £Nil (2022: £Nil) was restricted and £3,235 (2022: £87) unrestricted.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

5 Analysis of expenditure by activities

	Activities undertaken directly 2023	Support Costs 2023	Total 2023	Total 2022
	£	£	£	£
Initial teacher training	37,599	192,597	230,196	**309,677**
CPD and training	17,674	5,432	23,106	**24,425**
Funded projects/grants costs	215,293	164,587	379,880	**571,073**
Skills, employability and careers	-	-	-	**32,886**
Membership and services	14,607	225,660	240,267	**117,314**
Sponsorships	-	12,095	12,095	**-**
Total 2023	**285,173**	**600,371**	**885,544**	**1,055,375**
Total 2022	**373,281**	**682,094**		**1,055,375**

6 Support costs

	Initial teacher training	CPD and training	Funded projects	Skills, employability and careers
	£	£	£	£
Office overheads	46,113	1,301	39,406	-
Office consumables	3,002	85	2,565	-
Auditor's remuneration	3,625	102	3,098	-
Wages and salaries	116,210	3,277	99,310	-
National insurance	14,212	401	12,145	-
Pension cost	8,744	247	7,473	-
Agency suppport staff	691	19	590	-
Total 2023	**192,597**	**5,432**	**164,587**	**-**
Total 2022	**323,055**	**3,264**	**205,575**	**32,886**

	Membership and services	Sponsorships	Total 2023	Total 2022
	£	£	£	£
Office overheads	54,030	2,896	143,746	**22,885**
Office consumables	3,517	189	9,358	**70,441**
Auditor's remuneration	4,247	228	11,300	**8,425**
Wages and salaries	136,161	7,298	362,256	**498,932**
National insurance	16,651	892	44,301	**50,112**
Pension cost	10,245	549	27,258	**31,159**
Agency suppport staff	809	43	2,152	**140**
Total 2023	**225,660**	**12,095**	**600,371**	**682,094**
Total 2022	**117,314**	**-**		**682,094**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

7 Staff costs

Staff costs were as follows:	Total 2023 £	Total 2022 £
Wages and salaries	362,256	498,932
Social security costs	44,301	50,112
Pension costs	27,258	31,159
Agency staff costs	2,153	140
	435,968	580,343

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

	Total 2023 No	Total 2022 No
	13	15

The number of higher paid employees was:

In the band £60,001 - £70,000	2	-
In the band £70,001 - £80,000	-	-
In the band £80,001 - £90,000	-	1

Key management personnel comprise the Chief Executive Officer, Director of ITT and the Finance and Operations Manager. The total employee benefits (including employer pension contributions and employer national insurance) paid to key management personnel was £239,698 (2022: £224,238).

Pensions

The pension cost for those employees in the Local Government Pension Sheme (LGPS) is assessed in accordance with the advice of a qualified actuary using the projected unit method. This scheme is subject to a triennial review with the most recent one being available at 31 March 2022.

The pension contributions paid in the year were £3,600 (2022: £3,928).

Pension contributions paid in the year to defined contribution schemes were £23,658 (2022: £27,231).

8 Net (income)/expenditure

This is stated after charging:	Total 2023 £	Total 2022 £
Auditor's remuneration - audit	6,150	5,450
Auditor's remuneration - other services	1,500	2,975

During the year, no Trustees received any remuneration or reimbursed expenses (2022 - £Nil).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

9 Tangible fixed assets

	Fixture and Fittings £
Cost	
At 1 August 2022 and 31 July 2023	-
Depreciation	
At 31 August 2022 and 31 July 2023	-
Net book value	
At 31 July 2023	-
At 31 July 2022	-

10 Fixed asset investments

	Total £
Market value/cost	
At 1 August 2022	265,367
Amount written off	-
Revaluations	2,205
At 31 July 2023	267,572

11 Debtors

	2023 £	2022 £
Trade debtors	31,515	5,721
Other debtors	11,796	1,077
Prepayments and accrued income	35,317	29,132
	78,628	35,930

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

12 Creditors: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	14,819	15,110
Other taxation and social security	65,201	67,803
Other creditors	64,279	105,040
Accruals and deferred income	150,997	326,392
	295,296	514,345

Deferred income	2023 £	2022 £
Deferred income at 31 July 2022	210,762	150,291
Resources deferred during the year	29,675	210,762
Amounts released from previous years	(210,762)	(150,291)
Deferred income at 31 July 2023	29,675	210,762

13 Statement of funds

	Balance at 1 August 2022 £	Incoming Resources £	Resources Expended £	Gains/ (Losses) £	Balance at 31 July 2023 £
Unrestricted funds					
General funds	746,353	564,192	(670,251)	(3)	640,291
Restricted funds					
European funding	-	(2,208)	-	2,208	-
Computers for children	196	-	-	-	196
Developing Local Provision	-	194,387	(194,387)	-	-
Gangs and Violence Fund	-	-	-	-	-
3Ms	-	19,406	(19,406)	-	-
YEF - CRC	-	1,500	(1,500)	-	-
Total restricted funds	196	213,085	(215,293)	2,208	196
Restricted Pension Fund					
Pension Reserve	6,000	-	-	-	6,000
Total funds	752,549	777,277	(885,544)	2,205	646,487

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

13 Statement of funds (cont'd)

Restricted funds

The ITT funds are to be applied for teacher training programmes in accordance with the funder terms.

The Inclusion and Opportunity funds are residual balances of funding which is to be used to continue to support activities focussed on delivering inclusion and opportunity within schools.

Independent funds are held in relation to specific individual schools.

European funding amounts are to be applied for specific projects funded by the European Union in accordance with the specifications of the particular project.

Computers for children funding amounts are funds are donations of computers and funding for the purchase of computers, which are to be donated to children.

Statement of funds - prior year

	Balance at 1 August 2021 £	As Restated Incoming Resources £	As Restated Resources Expended £	Gains/ (Losses) £	Balance at 31 July 2022 £
Unrestricted funds					
General funds	**783,229**	538,936	(560,113)	(15,699)	**746,353**
Restricted funds					
European funding	**-**	46,219	(46,219)	-	**-**
Computeres for children	**-**	196	-	-	**196**
Developing Local Provision	**-**	87,935	(87,935)	-	**-**
Gangs and Violence Fund	**4,793**	5,834	(10,627)	-	**-**
3Ms	**-**	20,021	(20,021)	-	**-**
YEF - CRC	**-**	330,460	(330,460)	-	**-**
Total restricted funds	**4,793**	**490,665**	**(495,262)**	**-**	**196**
Restricted Pension Fund					
Pension Reserve	**6,000**	**-**	**-**	**-**	**6,000**
Total funds	**794,022**	**1,029,601**	**(1,055,375)**	**(15,699)**	**752,549**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

14 Analysis of net assets between funds

Fund balances at 31 July 2023 are represented by:

	Restricted Funds	Restricted Pension Funds	Unrestricted Funds	Total
	£	£	£	£
Fixed asset investments	-	-	267,572	267,572
Current assets	10,196	-	658,015	668,211
Creditors due within one year	(10,000)	-	(285,296)	(295,296)
Defined benefit pension scheme	-	6,000	-	6,000
	196	**6,000**	**640,291**	**646,487**

Comparative information in respect of the preceding period is as follows:

Fund balances at 31 July 2022 are represented by:

	Restricted Funds	Restricted Pension Funds	Unrestricted Funds	Total
	£	£	£	£
Fixed asset investments	-	-	265,367	265,367
Current assets	246,033	-	749,494	995,527
Creditors due within one year	(245,837)	-	(268,508)	(514,345)
Defined benefit pension scheme	-	6,000	-	6,000
	196	**6,000**	**746,353**	**752,549**

15 Reconciliation of net movement in funds to net cash flow from operating activities

	2023	2022
	£	£
Net expenditure for the year (as per Statement of Financial Activities)	**(108,267)**	**(25,774)**
Adjustment for:		
(Increase)/decrease in debtors	**(42,698)**	**8,725**
(Decrease)/increase in creditors	**(219,049)**	**125,016**
Net cash (used in)/provided by operating activities	**(370,014)**	**107,967**

16 Analysis of cash and cash equivalents

Cash in hand	**589,583**	**959,597**
Total	**589,583**	**959,597**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

17 Agency arrangements

The partnership distributes ITT bursary funds to trainee teachers as an agent for the DfE. In the period 1 August 2022 to 31 July 2023, the partnership received £180,800 (2022 : £155,500) and disbursed £201,800 (2022: £158,580) from the fund. An amount of £9,000 (2022: £12,000 owed) is due back to Titan Partnership Limited at 31 July 2023.

During the year ended 31 July 2023 the charity received donations to buy laptops which were to be donated to schools for children to use during the Covid-19 crisis, totalling £Nil, (2022: £196). Total expenditure for the disbursement of these laptops totalled £Nil (2022: £196). There was £Nil (2022: £Nil) outstanding at 31 July 2023.

18 Related party transactions

Owing to the nature of the company's operations, the board of trustees are drawn from the membership of the company and transactions do therefore take place with organisations in which the trustees have an interest. All such transactions are conducted on the same basis as other members of the company.

Anglesey Primary School, an academy in which Paul Doddridge (Chair) is a Trustee. Titan Partnership received meeting room hire income, Primary moderation training and Titan awards and Charity dinner tickets totalling £3,127 (2022: £1,125) from Anglesey Primary School during the year. £72 (2022: £750) was due from Anglesey Primary School at 31 July 2023 in respect to these fees.

Aston University Engineering Academy, an academy in which Daniel Locke-Wheaton (Trustee) is a Trustee. Titan Partnership received Sharing Panel contributions totalling £2,310 (2022: £2,997) from Aston University Engineering Academy during the year. £Nil (2022: £Nil) was due from Aston University Engineering Academy at 31 July 2023 in respect to these fees.

South & City College, a college in which Anna Marie Mason (Trustee) is a Trustee. Titan Partnership received payment for Titan awards & Charity dinner tickets and Brilliant Diversity training fees totalling £105 (2022: £5,120) from South & City College during the year. £36 (2022: £5,120) was due from South & City College at 31 July 2023 in respect to these fees.

Titan Education Trust, a Multi Academy Trust in which Nicola Hutchison (Trustee) is a Trustee. During the year payroll services were provided to Titan Education Trust and Titan Partnership received admin fees totalling £3,137 (2022: £2,534) and Sage Support totalling £1,386 (2022: £1,393). Titan Partnership also received meeting room hire income totalling £Nil (2022: £150). At the end of the year, amounts due to Titan Education Limited stood at £20,825 (2022: amounts due from Titan Education Limited stood at £5,709).

18 Related party transactions (Cont'd)

Hamstead Hall Academy, an academy in which Jonathan Luke Mortimer (Trustee) is a Trustee. Titan Partnership received Sharing Panel contributions totalling £9,533 (2022: £Nil) from Hamstead Hall Academy during the year. £Nil was due from Hamstead Hall Academy on 31 July 2023 in respect to these fees.

19 Pensions and similar obligations

The Charity's employees belong to two principal pension schemes: the Royal London Pension Scheme and the Local Government Pension Scheme (LGPS) which is managed by the West Midlands Pension Fund. The Royal London Pension Sheme is a defined contribution scheme. The Local Government Pension Scheme is a defined multi employer benefit scheme.

The total LGPS pension cost to Titan Partnership Limited during the year ended 31 July 2023 was £4,000 (2022: £4,000).

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the LGPS 31 March 2022.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

The LGPS is a funded defined benefit scheme, with the assets held in a separate trustee administered funds. The total contributions made for the year ended 31 July 2023 were £4,000 of which employers contributions totalled £4,000 (2022: £4,000) and employees contributions totalled £Nil (2022: £Nil). The agreed contributions for future years are 19.8% for employers and an average contribution rate 5.87% for employees.

No LGPS valuation has been performed for 31 July 2023 as the valuation is not material to the financial statements. An LGPS valuation will be performed for year ending 31 July 2024.

Principal Actuarial Assumptions at 31 July 2023

The major assumptions used by the actuary were:	At 31 July 2023	At 31 July 2022
	% per annum	% per annum
Discount rate	1.60%	1.60%
Salary increases	3.75%	3.75%
Pension increase	2.75%	2.75%

Sensitivity analysis for the principal assumptions used to measure	At 31 July 2023	At 31 July 2022
	£	£
Discount rate increased by 0.1% per annum	225,000	225,000
Adjustment to pension increases and deferred revaluation by 0.1%	243,000	243,000
Life expectancy at retirement increased by 1 year	243,000	243,000

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

19 Pensions and similar obligations (cont'd)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 July 2023	At 31 July 2022
Longevity at age 65 retiring today	years	years
- Men	21.6	21.6
- Women	24.0	24.0
Longevity at age 65 retiring in 20 years		
- Men	23.4	23.4
- Women	25.8	25.8

The Charity's share of the assets in the scheme were:	Fair value At 31 July 2023	Fair value At 31 July 2022
	£	£
Equity instruments	153,223	149,000
Debt instruments	21,595	21,000
Property	18,510	18,000
Cash	9,255	9,000
Other	51,417	50,000
Total market value of assets	254,000	247,000
Present value of scheme liabilities		
- Funded	(254,000)	(247,000)
- Unfunded	248,000	241,000
Total liabilities	(254,000)	(247,000)
Surplus in the scheme	(6,000)	(6,000)

The actual return on the scheme assets in the year was £Nil (2022: £Nil).

Amounts recognised in the Statement of Financial Activities	2023	2022
	£	£
Current service cost	4,000	4,000
Interest income	(3,000)	(3,000)
Interest cost	3,000	3,000
Administration costs	-	-
Total amount recognised in the SOFA	4,000	4,000

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2023 (cont'd)

19 Pensions and similar obligations (cont'd)

	2023	2022
Changes in surplus during the year	**£**	**£**
Balance at 1 August	**(6,000)**	**(6,000)**
Transfer in of pension surplus	**-**	**-**
Movement in year:		
- Employer service cost (net of employee contributions)	**4,000**	**4,000**
- Employer contributions	**(4,000)**	**(4,000)**
- Expected return on scheme assets	**(3,000)**	**(3,000)**
- Interest cost	**3,000**	**3,000**
- Actuarial gain	**-**	**-**
Surplus in the scheme at 31 July	**(6,000)**	**(6,000)**

Changes in the present value of defined benefit obligations were as follows:	2023 **£**	2022 **£**
Balance at 1 August	**241,000**	**234,000**
Transfer in of pension liabilities	**-**	**-**
Current service cost	**4,000**	**4,000**
Past service cost	**-**	**-**
Interest cost	**3,000**	**3,000**
Contributions by scheme participants	**-**	**-**
Benefits paid	**-**	**-**
Actuarial loss	**-**	**-**
Scheme liabilities at 31 July	**248,000**	**241,000**

Changes in the fair value of academy's share of scheme assets:	2023 **£**	2022 **£**
Balance at 1 August	**247,000**	**240,000**
Transfer in of pension assets	**-**	**-**
Expected return on scheme assets	**3,000**	**3,000**
Actuarial gain	**-**	**-**
Contributions by employer	**4,000**	**4,000**
Benefits paid	**-**	**-**
Administration expenses	**-**	**-**
Contributions by scheme participants	**-**	**-**
Fair value of scheme assets at 31 July	**254,000**	**247,000**

The estimated value of employer contributions for the year ended 31 July 2024 is £4,000 (2023: £4,000).

TITAN PARTNERSHIP LIMITED

England & Wales - Charity number 1081749

Accounts

TITAN PARTNERSHIP LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2022

Registered Number: 04005034
Charity Number: 1081749

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 JULY 2022

Trustees	Paul Doddridge David Hardman Nicola Hutchison Daniel Locke-Wheaton Georgina Kearnery-Bambridge (Appointed 5 January 2022) Anne-Maire Mason Jaspal Rohel Jonathan Mortimer
Company registered number	04005034
Charity registered number	1081749
Registered office	75 Harborne Road Birmingham B15 3DH
Chief executive officer	Carolyn Chapman - Lees
Independent auditors	UHY Hacker Young (Birmingham) LLP 9-11 Vittoria Street Birmingham B1 3ND
Bankers	Lloyds TSB Pie 114-116 Colmore Row Birmingham B3 2FD

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022

Introduction

The education sector, locally, regionally, and nationally continued to experience extreme challenges, mainly caused by the legacy of the pandemic but also by Brexit, and the start of the global economic crisis, instigated by the war in Ukraine. Education however continued to navigate and indeed master the new world of virtual, remote, hybrid and on-site delivery in relation to teaching, learning, safeguarding, and welfare. Across 2021/22 Titan Partnership further embraced the virtual and hybrid approaches to more flexible (and often productive) ways of working, ensuring that our members continued to receive real support, benefit and impact from our membership offer.

We are delighted to report that 2021/22 was another successful year for Titan Partnership. The membership base remained consistently strong, demonstrating that our members really value the unique support that Titan offers.

The organisational structure, established in 2017/18, continued to demonstrate that cross-functional operations were more effective and efficient in terms of skills sharing and skills development. In 2021/22 Titan increased staffing levels by four members of staff to ensure both effective and efficient service and support of members. In July 2021 a new organisational structure, intended to support an ambitious 5-year growth plan, was approved by the Executive Committee however in December 2021 the Department for Education (DfE) instigated a national re-accreditation process of all Initial Teacher Training (ITT) provision in England and Wales which meant that Titan had to pivot quite significantly to refocus resources on the ITT agenda. The revised growth strategy, spearheaded by a significantly increased ITT provision, will be carefully monitored to ensure rigorous review of all resources and reserves. This new strategy is underpinned by another year of excellent financial performance and management, thus providing the platform for growth and a more sustainable future.

Key partnerships across the city have also strengthened further which has manifested through increased sponsorship of headline activities such as Commonwealth Champions. Titan persists in growth, both in terms of membership and also in the diversification of projects and activities which in turn ensures a more diverse, stable, and sustainable organisation going forward.

Key Headline Achievements in 2021/22:

- **Membership of the Titan network**
  - 50 members retained as of July 2022 which demonstrated a strong network in the most financially challenging times
- **Initial Teacher Training**
  - Financial target achieved for 2021/22
  - 19 SCITT and Schools Direct trainees awarded PGCE & QTS in July 2022
  - 18 End Point Assessments for Teaching Apprenticeships were delivered in partnership with Wolverhampton University
  - 6 number of Assessment Only Route (QTS) were also delivered in 2021/22
- **Student activities and events**
  - 9005 students took part in activities and projects by Titan. Projects and events included:
    - The Commonwealth Champions event (usually Aston Olympians) saw more students and schools involved than ever before. 480 students from 16 Titan primary schools took part.
    - Virtual Careers & Skills Fair
    - Titan Careers & Employability Programmes

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

- **Student activities and events (cont'd)**
  - STEAM projects and competitions
  - Enterprise Projects such as Mycro Tyco
  - The Confident Resilient Children (CRC) Project
  - United In Diversity Project
  - Schools 4 Inclusion Project
  - Roots 2 Routes Project
  - Developing Local Provision (DLP) Project
  - Titan All Stars
  - Titan Awards & Charity Dinner July 2022
- **Leaders/staff activities and events**
  - 1,270 staff took part in staff development activities, events, and support including:
    - Head Teacher meetings (Primary and Secondary)
    - Deputy Head Teacher meetings
    - Careers & Skills Meetings
    - Post 16 Meetings
    - Child Criminal Exploitation meetings
    - School Business Manager meetings
    - Equality Diversity and Inclusion Group
    - PSHE / Pastoral Leads meetings
    - Mental Health and Wellbeing Group
    - SENDCo meetings
    - Titan Awards & Charity Dinner 2022
- **Training & CPD**
  - Mental Health First Aid Training
  - ECT Support Sessions
  - CCE Training sessions - supported by West Midlands Violence Reduction Unit
  - Pension Overview Sessions - supported by Wesleyan
  - Primary Moderation
  - Brilliant Diversity EDI Training
  - Loudmouth Training – how to address peer on peer sexual harassment / sexual abuse in school
  - Developing Local Provision – SEND staff training and leadership and governance support
- **Funded projects** continued to remain a key income stream as funding was secured through local, regional, national, and European funding streams.
- **Sponsorship** also increased with funds raised to support the Titan Awards & Charity Dinner and the Commonwealth Champions event.
- **Other income was generated through:**
  - COIF Funds
  - Titan Payroll service
  - Sharing Panel
  - Room Hire

- **Marketing and communications**
  - Titan websites saw a 55% increase in users and 62,678 unique page views.
  - 42% increase in engagement across social media channels
  - An increase of 847,000 impressions and an increase of 14,500 clicks for our Google Ads campaigns.
  - Commonwealth Champions Event featured on BBC West Midlands Today

Continuing impact of Covid-19

The legacy of the Covid-19 pandemic continued to make a significant impact on Titan members and therefore Titan throughout 2021/22. This mainly manifested through staff absences due to illness (other than Covid 19) as full attendance resumed. Staff cover was increasingly difficult to manage, and this therefore impacted on attendance at Titan meetings, even if they were still virtual. Even throughout this continuing crisis, Titan continued to demonstrate agility and resilience in providing essential support to its members.

Objectives as per the Articles of Association

The objectives as per the Articles are the advancement of education of school children, young people, and their teachers/lecturers through the establishment of an inner-city network. Titan Partnership is involved with many projects all of which work towards these objectives.

Titan's Vision 2021/22

With a focus on equality, diversity, and inclusion as well as skills and employability, we are transforming the life chances of young people across our city, and through our specialist teacher training we are creating the teachers and leaders of tomorrow.

Titan's Mission

Social justice is at the heart of everything we do. Titan works hard to deliver solutions that:

- Embed equality, diversity & inclusion in everything we do and offer
- Raise aspirations so that young people can realise their potential
- Build skills that generate prosperity and well-being for individuals, families and communities
- Create resilient, professional, and innovative teachers and leaders

Titan's Objectives – 2021-2022

- Objective 1 - To be the network of choice for all phase, inner city education establishments in Birmingham
- Objective 2 - To recruit cohorts of trainee teachers who are uniquely defined by their diversity and who wish to 'make a difference' in local, inner-city schools.
- Objective 3 - To manage or partner in a range of externally funded projects that directly benefit members of the Titan network. All projects will align closely with Titan's 3 key priorities.
- Objective 4 – To promote Titan's focused CPD / Training offer to member and non-member schools across Birmingham.
- Objective 5 – To create and demonstrate sufficient value with employers with whom Titan currently works so that they sponsor or donate money to Titan.
- Objective 6 - To support employers to engage with schools in a meaningful way so Gatsby Benchmarks are achieved whilst also addressing aspects of their CSR and HR strategies.
- Objective 7 - Through the stated objectives and targets, Titan will achieve growth and financial sustainability.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

Titan's Objectives – 2021-2022 (cont'd)

Titan achieved these objectives and targets through the implementation of a continually ambitious growth strategy focusing on the following key activities.

1) Education Membership & Services
2) Initial Teacher Training
3) Funded Projects/Grants
4) CPD & Training
5) Skills, Employability & Careers
6) Sponsorship & Fundraising
7) Management Fees / Other income sources

Key Activities in 2021/22

The Titan Membership Offer

Through consultation with our members, the Titan network continued to focus on the three key priorities as identified below. These priorities encapsulated the challenges that members faced on a regular basis and through a collaborative and creative approach, Titan supported the development and implementation of a range of solutions.

To address these key priorities, Titan developed a programme of activity for each education phase (some of which were cross-phase). All the activities, events and services identified were included in the annual membership fee, therefore providing real benefit, value for money and impact for each organisation, their staff, and their students. Throughout the year Titan delivered a range of other events and activities as advised by its members.

The Titan Membership Offer 2021/22 - Key Priorities and Activities

Key Priorities

EQUALITY, DIVERSITY & INCLUSION

Equality, Diversity & Inclusion are central to Titan's ethos and values. Titan aimed to demonstrate this through a range of relevant and focused activities for members and the young people they served. The mental health and well-being of all students and staff remained to be a key aspect of this priority.

CAREERS & SKILLS

Titan facilitated an inspiring programme of activities for young people to connect with employers as meaningful employer engagement was the most effective way to develop skills for work. Titan also assisted members to develop and implement effective careers strategies to support the achievement of the Gatsby Benchmarks.

STAFF DEVELOPMENT

Titan continued to support the development of teachers and future leaders through the Titan Initial Teacher Training offer plus opportunities and support mechanisms for leaders, teachers, business support staff and trainee teachers. Titan continued to help members to develop their current teams and their future talent pipelines.

Summary

The education sector continued to face unprecedented challenges across 2021/22. Key factors included the legacy of the Covid-19 pandemic however other national and global challenges started to have an extremely adverse impact on members, such as Brexit and the start of the global economic crisis. By association this had a direct impact on Titan. However, Titan further demonstrated its ability to be agile, resilient, and therefore ultimately more sustainable.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

Summary (cont'd)

The growth strategy initially implemented in 2017/18 has maintained demonstrable success and impact across 2021/22 however this strategy has now pivoted quite significantly to accommodate the ITT re-accreditation process. In July 2022, the Titan Executive Committee provisionally approved a revised growth strategy with ITT as the main income stream. This will be monitored carefully across 2022/23 as the new ITT programme for 2024/25 develops.

The financial income targets for 2021/22 were met and expenditure remained relatively constant therefore demonstrating Titan's ability to create cost efficiencies whilst achieving income targets through more diverse income streams.

In focus - Key Priorities in 2021/22

Priority 1 – Equality, Diversity & Inclusion

Main beneficiaries

The beneficiaries of Titan's EDI activities have been staff and leaders, as well as students from across the Titan network.

Student and Staff Activities & Events

- Primary Schools
  - Confident Resilient Children (CRC Project)
  - Commonwealth Champions event
  - Employability / Enterprise Programmes with Wildhearts
  - Titan Virtual Careers & Skills Fair
  - Titan All Stars
  - Titan Awards
  - iPad Loans
  - EDI Competitions
  - EDI Group
  - CCE Group
  - EDI Update
  - EDI Calendar
- Secondary Schools
  - Employability & Enterprise Programmes
  - Titan Virtual Careers & Skills Fair
  - Advice and guidance on Apprenticeships
  - iPad Loans
  - Titan Awards
  - EDI Competitions
  - EDI Group
  - CCE Group
  - EDI Update
  - EDI Calendar

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

Confident Resilient Children (CRC) Project

Titan Partnership was awarded a Youth Endowment Fund grant in 2019 to deliver the Confident Resilient Children (CRC) Project, a primary school intervention for children in Years 5 and 6 across Birmingham. The aim of the project was to help children to develop strategies that build resilience and confidence, and to make positive choices to keep them safe and less vulnerable to exploitation and criminality. By the end of the project in July 2022 (and despite the Covid-19 crisis), the project reached more than 9,000 students across 49 schools. Titan is currently waiting to hear if YEF will upscale the project and fund another project in 2023.

Commonwealth Champions 2022 (formerly Aston Olympians)

Across three days in June 2022, 480 Year 5 students from 16 Titan primary schools took part in a high-profile Commonwealth themed event at Sports Aston. Supported by Birmingham 2022, Wesleyan, and Aston University with volunteers from Hays, Bruntwood SciTech, and Aston Manor Academy 6th Form students, this event attracted significant media attention and was featured on BBC West Midlands news.

As with Aston Olympians, which has taken place for the last 15 years, the students took part in sports such as Dodgeball, Water polo, and a Gym Challenge. Each day saw medals being presented to the top three teams and all students received a certificate. There was also a very special appearance from 'Perry' the Commonwealth Games mascot.

Titan Virtual Careers & Skills Fair

Due to the pandemic affecting face to face events over the last few years, the Titan Careers & Skills Fair has now reverted to a year-round virtual event. The website https://www.titancareersandskillsfair.com/ is regularly updated with key information from our member and employer partners and allows students to virtually meet employers, colleges, and universities to help them start thinking about careers, skills, and qualifications. For 2021, the website was revamped with the addition of virtual workshops and new games, quizzes, and competitions.

The Titan Virtual Careers and Skills Fair was accessed by 671 unique users, with the amount of time spent on the website increasing by 17% compared to the previous year due to the inclusion of further interactive resources and activities.

iPad Loans

Titan continued to offer an iPad Loan scheme to all schools in the network. This provided teachers and students the opportunity to use technology in the classroom that they would not otherwise have had access to. The iPads also supplemented the delivery of the CRC project in the classrooms.

Main beneficiaries - Staff and students accessed the iPads to improve teaching and learning.

Priority 2 – Careers & Skills

Careers & Skills remained a key priority for Titan. In 2021/22 the Careers & Skills Group continued to bring together Careers Advisors in schools and Outreach and Student Recruitment teams from FE, HE and Private Training providers. Local authority representatives also attend this meeting. The group which met six times across 2021/22 continued to be very popular with members and key stakeholders.

Main beneficiaries

Students in network schools, including primary schools, plus Careers Advisors in network schools, Outreach and Student Recruitment teams in Colleges, Universities and Private Training Providers.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

Main beneficiaries (cont'd)

Through an extensive programme of activities and events for children and young people Titan helped to raise aspirations through new experiences and build skills for success through the careers, employability, and enterprise activities.

Student & Staff Careers & Skills Activities

- Careers & Skills Group
- Post 16 Group
- Employer Forum
- Updates and newsletters
- Student enterprise activities and competitions
- Student employability activities with various employers
- Student mentoring schemes with major employers
- Titan Virtual Careers & Skills Fair

Priority 3 - Staff Development

Initial Teacher Training

With over 30 years' experience training teachers in Birmingham's inner-city schools, Titan continued to offer School Centred Initial Teacher Training (SCITT), School Direct courses and End Point Assessment for Teaching Apprenticeships in both the primary and secondary age phases. Schools in the Titan Partnership provided excellent learning environments for Titan trainees to develop the key teacher competences so that they could begin their careers as well prepared, confident, reflective teachers. Teacher trainees benefited from additional support because of the ongoing Covid-19 situation in the areas of Mental Health & Well-being and also remote teaching and learning.

Titan ITT specialises in training teachers who specifically want to work in inner-city schools where they feel they can make a very real and tangible difference to young lives. In 2021/22 Titan trained 19 new teachers through the SCITT and School-Direct routes.

Assessment Only Route

The Assessment Only Route (AOR) provides a pathway for candidates who have considerable experience of working in schools but do not possess Qualified Teacher Status (QTS). It is a route that enables a teacher to be assessed for QTS if they are currently working as an unqualified teacher, paid or unpaid. In 2021/22 5 teachers gained QTS through the Titan Assessment Only Route.

End Point Assessment – Teaching Apprenticeship

The Titan Partnership is accredited as an End Point Assessor for the Postgraduate Teaching Apprenticeship. This route allows schools to use the apprenticeship levy to cover the cost of training. The apprenticeship route takes four terms to complete. All apprentices need to complete a final assessment after the award of QTS with an independent assessor which is carried out in the first term of the ECT year. In 2021/22 18 Teaching Apprentices at Wolverhampton University achieved their qualifications following EPA by Titan.

Staff CPD & Training

Titan also supported staff development through a focused programme of CPD and Training. Members had access to a free ECT Support programme which focused on Birmingham and teaching in inner-city schools. A teacher CPD programme called Creative Active Engaging (CAE) Training was also offered. In academic year 2021/22 Titan offered the following CPD programmes for ECTs and teachers as part of the membership offer:

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

Staff CPD & Training (cont'd)

ECT SUPPORT TRAINING

- Session 1 - The Challenge Ahead – School response to Covid-19 and your expectations as a new teacher. Settling into the new school environment. Routines & procedures. Behaviour management.
- Session 2 - Your mental health and wellbeing
- Session 3 - Metacognition and cognitive load
- Session 4 - Creating impact in the classroom, independent learning, planning and contingency plans
- Session 5 - Teachers' Standards Part 2, data & planning
- Session 6 - Financial planning for your future

CREATIVE ACTIVE ENGAGING (CAE) TRAINING

- Engage your students quickly and effectively with easy to prepare and easy to deliver techniques
- See the progress your students make and learn to quickly target areas for intervention
- Plan creative and enjoyable lessons that inspire and motivate all students

Other Training & Workshops

- Mental Health First Aid Training
- CCE Training sessions - supported by West Midlands Violence Reduction Unit
- Pension Overview Sessions - supported by Wesleyan
- Primary Moderation workshops
- Brilliant Diversity EDI Training

Other activities and support for Titan members

Titan continued to facilitate a number of meetings, forums, and workshops with the aim of assisting staff across the network in sharing best practice, addressing challenges together and explored new ways in which they could work together more effectively and efficiently. The programme of staff support and development (at all levels) included;

- Head Teacher meetings (Primary and Secondary)
- Deputy Head Teacher meetings
- Child Criminal Exploitation meetings
- School Business Manager meetings
- Equality Diversity and Inclusion Group
- PSHE / Pastoral Leads meetings
- Mental Health and Wellbeing Group
- SENDCo meetings
- Careers & Skills Meetings
- Post-16 meetings
- Titan Awards 2022

Northwest Network Sharing Panel

In 2021/22 Titan continued to manage activities and legacy funding for the Northwest Secondary Schools Network (most of which are Titan members). The funding, contributed by the schools involved in Sharing Panel, covered the operation of the NW Network Sharing Panel and the placing of Fair Access students, many of whom had been absent from education for some time.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

Sharing Panel

Schools from across the Northwest Network active in the Sharing Panel, contribute an agreed fee each academic year. Titan managed the Sharing Panel which included its co-ordination, outreach support, administration, and finance. Titan also appointed a new Chair to run the monthly Sharing Panel meetings and to oversee the Fair Access processes as these became more complex when the School Admissions Code changed in September 2021.

The number of contributing schools to the Northwest Network Sharing Panel in 2021/22 was 16.

As part of ensuring continuous improvement, Titan conducts an annual evaluation of the Sharing Panel. The quality of the provision was rated very good or excellent. This enabled Titan to continue high quality Sharing Panel provision.

Main beneficiaries

Vulnerable young people at risk of permanent exclusion were the key beneficiaries however the wider impact is on the whole school population as behaviour management strategies are deployed in a consistent and equitable manner across the network. The support of Fair Access students also continued over 2021/22 with the Sharing Panel supporting vulnerable young people who have often been out of education for some time.

Key impacts included:

- reduced permanent exclusions across the network
- a cross-network programme of interventions to suit the various needs of individual students
- earlier and more effective interventions for vulnerable young people through early reporting and supportive programmes

UK and EU Funded Projects

In 2021/22 Titan managed the continual delivery of its UK and European project funding which benefitted schools, staff, and students across the Titan network:

- The Confident Resilient Children Project (CRC), funded by Youth Endowment Fund
- United in Diversity (Erasmus+)
- Schools for Inclusion, Whole-School Approach for the Inclusive Education of Migrant, Refugee and Asylum-Seeking Children and Unaccompanied Minors (Erasmus+)

All European projects involved elements of research plus staff training and development, whilst UK funded projects aimed to engage students and staff in practical solutions focused activities especially around Child Criminal Exploitation and youth violence.

Main beneficiaries

The United in Diversity Project involved three schools within the Titan network which benefit from partner institution exchange visits across Europe. These exchange visits enabled the sharing of best practice and having access to newly developed resources to improve the teaching and assessment of students in relation to diversity and inclusion. By working with diverse groups of staff and students across Europe all involved demonstrate increased confidence and competence. Students benefited through a more inspired learning experience that focuses on the development of their personal and academic skills. The project involved three partners from Czech Republic, Portugal, and Romania.

Following the Covid-19 pandemic, this project resumed in September 2021 with partner exchanges taking place in Romania and Portugal in March and May 2022, respectively.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

The Schools 4 Inclusion Project proposes the development of an effective strategy for the evolvement of the school into an inclusive environment, conducive to the successful integration of children of migrant backgrounds. It aims to support inclusive education in the overall improvement in social cohesion, language skills, child poverty prevention, and foster participation. The project involved three Titan schools and four European partners from Greece, Portugal, Romania, and Spain.

The Confident Resilient Children (CRC) Project

The Confident Resilient Children (CRC) Project was funded by the Youth Endowment Fund (YEF), a charity with a ten-year £200m endowment to prevent children and young people becoming involved in violence.

The CRC Project aimed to support Year 5-6 (age 9-11) children to build resilience and confidence and keep them safe from exploitation and criminality. Delivered by the Titan Partnership, together with Lime and Emerge Leadership, the programme combined universal and targeted elements, and reached 9,000 children from over 49 schools over three years.

Roots to Routes Project

The Roots to Routes project is a partnership between Titan, The Birmingham REP's Light post and Lightbearers leaders, and Black Pounds Project. Roots to Routes offered a series of workshops developed by black, mixed heritage and ethnically diverse drama practitioners and educators. The project was launched to address factors leading to high permanent exclusion rates of Black and mixed heritage students in school settings. The sessions delivered facilitated conversations surrounding attainment and aspirations by highlighting Black and mixed heritage historical and key contemporary figures who have contributed to society and have been/are role models. The ambition was to inspire the students to think about the implications of their actions and encourage them to adopt more positive characteristics.

The programme was delivered to 135 year 8 pupils across three schools - John Wilmott School, King Solomon International Business School (KSIBS) and St George's Academy. Across the same schools, seventeen staff received staff training sessions.

Developing Local Provision (DLP) Project

Funded by Birmingham City Council (BCC), Titan Partnership co-ordinates DLP project on behalf of the nineteen schools in the Aston and Nechells Primary Consortium. The aim of the project is to improve provision for pupils with more complex/significant needs in Birmingham mainstream schools. The project presents a solution to the urgent need for support in planning SEND provision effectively and efficiently. It also presented a collaborative network approach whilst accommodating the bespoke requirements of each school. The project works to reduce variability and promote inclusion and equity of provision for pupils at the universal and targeted levels of need in mainstream schools. It also aimed to reduce the number of students attending Resource Bases and Special Schools whose needs could be met in mainstream with appropriate and more cost-effective support.

Seventeen of the nineteen schools engaged with the project and received a combination of physical resources and organised courses to upskill over 130 members of staff across the Aston and Nechells Consortium. Courses include Makaton, Positive Handling, Zones of Regulation, Lego Therapy (SALT based) and training to implement the physical intervention resources that schools have received. The impact for 2021 was extremely positive as reported to BCC.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

Strategic Partnerships

In 2021/22 Titan strengthened and created more meaningful and mutually beneficial relationships with strategic partners across the city. Partners included Alto Digital, Aston University, Birmingham 2022 Commonwealth Games, Birmingham City Council, Emerge Leadership, First Class Foundation, Greater Birmingham Chamber of Commerce, Hays Recruitment, Innovation Birmingham, Lime, West Midlands Violence Reduction Unit (now Partnership), West Midlands Police & Crime Commissioner, South & City College Birmingham, University College Birmingham, Wesleyan and Zen Educate.

These companies either have similar visions, missions, and objectives to Titan or CSR/ESG strategies that focus on education and young people therefore we were able to align from both a business and ethical perspective. Some of these organisations also have services or products from which Titan members can benefit in terms of student and staff performance therefore Titan promotes these to members often with exclusive offers and discounted packages.

Sponsorship Activities

In 2021/22 Titan received sponsorship funds from Aston University, Birmingham 2022 Commonwealth Games and Wesleyan for the Commonwealth Champions event in June 2022. Titan also received sponsorship for the Titan Awards and Charity Dinner in July 2022 from Aston University, Wesleyan, Towergate Insurance, First Class Foundation, Zen Educate, Keith Stokes-Smith (Commonwealth Association), Oxbridge, Pioneer Education Solutions, Round Midnight, University of Birmingham, Leadership Academy, and UHY Hacker Young LLP.

Titan continued to create more meaningful partnerships with local employers and is seeking to create efficiencies through the effective use of in-kind support.

Key challenges in 2021/22

- The ongoing costs relating to the pandemic continued to put pressure on members
- The cost of staff absences, due to illness (whether from COVID 19 or other illnesses) often meant that even virtual meeting attendance was limited
- Schools focused on core teaching and learning activities because of Covid-19 which sometimes meant that additional meetings, activities, and events were not prioritised
- Mental health and well-being of both staff and students, amplified by Covid-19, continued to be an ongoing challenge for members
- The ongoing SEND challenges and lack of funding across Birmingham caused more pressure on schools to provide bespoke provision for increasing numbers of students with SEND
- The prevalence of knife crime, violent crime and gang culture continued to impact on school and college environment putting increased pressure on already stretched school resources
- There was also increased challenge in relation to cyber-bullying, sexual harassment and sexual abuse as identified by Ofsted and DfE
- Staff recruitment and retention in schools is at crisis point, with around 29% fewer ITT recruits nationally for the 2022/23 teacher trainee intake than in 2021/22. Staff retention is also a critical issue as almost a one third leave the profession within five years of qualifying and almost 50% planning to leave by 2027.

Brexit

The ongoing uncertainty of Brexit on EU funded projects is proving, as expected, to be highly restrictive in terms of maintaining and developing partnerships across the EU. Titan has had relative success in securing EU funding in the past and continues to partner on prospective EU projects. Whilst this income stream does not generate much surplus for the organisation, they are value generating for members.

Brexit is also causing serious concerns for Titan HE members as restrictions on overseas students are impacting upon their recruitment numbers.

The DfE and national agendas

Titan is subject to national agendas, specifically those of the Department for Education (DfE). The national crisis around teacher recruitment and retention continued across 2021/22 and we saw both a national and local decline in both application and recruitment numbers onto ITT programmes. Staff retention remains an issue and we fully expect that the pressures on staff will have a continued impact on retention. As with last year the DfE policy in relation to trainees not requiring school experience had an impact on the quality and resilience of trainees. For a number of trainees in 2021/22 the rigour and high expectations of the Titan ITT programme proved extremely challenging.

Significant challenges continued for members around the health & safety of staff and students and the need to ensure continuity of education. At Titan we moved to a hybrid model of working, which was reviewed regularly. This approach works well for Titan at the moment however our members (especially schools) do not have the flexibility to offer a hybrid model of working for staff.

The DfE Initial Teacher Training (ITT) Re-accreditation Process

In December 2021 the DfE announced that all ITT providers in England and Wales would need to apply for re-accreditation if they want to deliver teaching training programmes as of 2024/25. This was a significant undertaking and Titan had to recruit another member of staff to manage and deliver the application submission on 7th February 2022. Additional consultancy support was also procured. In May 2022 the DfE announced that Titan, one of 80 current ITT providers (of the approx. 220) had been successful in the first round of re-accreditation. This first-phase announcement meant that Titan could start the redevelopment of the Titan ITT programme for 2024/25. In July 2022 the Titan Executive Committee gave cautious approval of a new ITT led growth strategy with the caveat of regular and rigorous reviews of resource allocation and use of reserves.

Funding for the education sector

The national funding landscape continues to cause extreme concern for all phases of education and therefore value for money and impact are key factors when education institutions make decisions about Titan membership. In July 2022 Titan had 50 members suggesting that Titan is providing the support and value required by members. Retention of members is a key strength for Titan. The challenge of demonstrable value and impact remains, and Titan is working hard to ensure it provides relevant services and support whilst also improving these through ongoing reviews and evaluations.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

Competition

Other network organisations may be considered as competition however, Titan is confident that its unique membership offer, and customer focused approach creates the real value and support that members are looking for in Birmingham. Other potential competitors are Multi Academy Trusts however again as we have a number of MAT school members, we can quite confidently state that they view Titan as a beneficial, supportive network. The local context which Titan provides is proving a positive aspect of the membership offer however as school funding continues to present severe restrictions Titan needs to constantly review the offer so that MATs, maintained schools, alternative provision and special schools, as well as FE Colleges, Universities and Private Training Providers all derive value and benefit from membership.

The proliferation of private education suppliers/providers, especially ed tech companies, offering products and services to schools does have an impact on Titan but only in so much that they make for a very saturated marketplace. Titan continues to adapt to the local environment by working closely with our members. We demonstrate impact and value that genuinely supports our member institutions meaning we maintain growth and the ability to thrive.

The Future of Titan – Strategy for 2022/23 and beyond

Titan's strategy continues to evolve to meet the changing needs of the education sector in Birmingham. In July 2021, the Titan Executive Committee approved an ambitious five-year growth plan however this has pivoted significantly because of the ITT reaccreditation process. In July 2022, the Titan Executive Committee cautiously approved a draft growth strategy focused on the ITT provision. Titan will continue to develop and deliver a more customer focused approach to ensure value for money, benefit, and impact for members. Titan is also working much more intensively with the local business community to address the local skills gap agenda. This work is significantly raising Titan's profile with businesses across the city. Titan will continue to work closely with the Local Authority, Greater Birmingham Chamber of Commerce, West Midlands Combined Authority, DWP, community groups and other organisations with aligned values and objectives.

Titan continues to thrive because of robust financial controls and a membership offer that it of real benefit and value to our network. Titan is a resilient and agile organisation able to continually flex to the needs of the local education environment.

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Paul Doddridge
Trustee
11 January 2023

TRUSTEES' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 JULY 2021

The Trustees (who are also directors of Titan Partnership Limited for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and theh apply them consistently;
- observe the methods and principles of the Charities SORP 2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor
Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the charitable company's auditor in connection with preparing its report and to establish that the charitable company's auditor is aware of that information.

This report was approved by the trustees on 11 January 2023

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Paul Doddridge
Trustee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2022

Opinion

We have audited the financial statements of Titan Partnership Limited (the charitable company) for the year ended 31 July 2022 which comprise Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows and notes to the financial statement, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019.

In our opinion the financial statements:

- give a true and fair view of the state of the Titan Partnership Limited's affairs as at 31 July 2022 and of its incoming resources and application of resources, including 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 and the Charities SORP 2019.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the financial statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.
We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the Strategic Report, and the Trustees Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees 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 Titan Partnership Limited'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.

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of Titan Partnership Limited and the industry in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by Titan Partnership Limited, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities SORP 2019. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and Titan Partnership Limited's net income for the year.

Audit procedures performed included: review of the financial statement disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, including correspondence with the Education and Skills Funding Agency review of correspondence with legal advisors, enquiries of management and review of internal audit reports in so far as they related to the financial statements, and testing of journals and evaluating whether there was evidence of bias by the trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the academy trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the academy trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Use of our report

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

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Malcolm Winston
Senior Statutory Auditor
UHY Hacker Young (Birmingham) LLP, Statutory Auditor
9-11 Vittoria Street
Birmingham
B1 3ND

11 January 2023

TITAN PARTNERSHIP LIMITED

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JULY 2022

(incorporating the Income and Expenditure Account)

	Note	Restricted Funds £	Unrestricted Funds £	Total 2022 £	Total 2021 £
Income and endowments from:					
Donations and legacies	2	196	26,617	**26,813**	**135,124**
Charitable activities	3	490,469	512,232	**1,002,701**	**954,919**
Investment income	4	-	87	**87**	**346**
Transfer in of LGPS pension surplus	19	-	-	**-**	**3,000**
Total income and endownments		**490,665**	**538,936**	**1,029,601**	**1,093,389**
Expenditure on:					
Charitable activities	5	495,262	560,113	**1,055,375**	**1,050,600**
Total expenditure		**495,262**	**560,113**	**1,055,375**	**1,050,600**
Net income/(expenditure)		**(4,597)**	**(21,177)**	**(25,774)**	**42,789**
Transfers between Funds	13	-	-	-	-
		(4,597)	**(21,177)**	**(25,774)**	**42,789**
Other recognised gains and losses					
Net (loss)/gain on investments	10	-	(15,699)	**(15,699)**	**15,486**
Actuarial gain on defined benefit pension schemes	19	-	-	**-**	**6,000**
Net movement in funds		**(4,597)**	**(36,876)**	**(41,473)**	**64,275**
Reconciliation of funds:					
Total funds brought forward	13	10,793	783,229	**794,022**	**729,747**
Total funds carried forward	13	**6,196**	**746,353**	**752,549**	**794,022**

BALANCE SHEET AS AT 31 JULY 2022

	Note	£	2022 £	£	2021 £
Fixed assets					
Tangible assets	9		-		-
Investments	10		265,367		281,066
			265,367		**281,066**
Current assets					
Debtors	11	35,930		44,655	
Cash at bank and in hand		959,597		851,630	
		995,527		**896,285**	
Creditors: amounts falling due within one year	12	**(514,345)**		**(389,329)**	
Net current assets			**481,182**		**506,956**
			746,549		**788,022**
Defined Benefit Pension Scheme Asset	19		**6,000**		**6,000**
Net assets			**752,549**		**794,022**
Charity Funds					
Restricted funds	13		196		4,793
Pension reserve	13		6,000		6,000
Unrestricted funds	13		746,353		783,229
Total funds			**752,549**		**794,022**

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 11 January 2023 and signed on their behalf, by:

.....

Paul Doddridge
Trustee

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 JULY 2022

	Note	Total 2022 £	Total 2021 £
Cash flows from operating activities			
Net cash provided by operating activities	15	107,967	68,729
Cash flows from investing activities:			
Proceeds from sale of investments		-	-
Net cash provided by investing activities		-	-
Change in cash and cash equivalents in the year		107,967	68,729
Cash and cash equivalents brought forward		851,630	782,901
Cash and cash equivalents carried forward	16	959,597	851,630

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022

1 Accounting Policies

1.1 General information

Titan Partnership Limited is a charitable company limited by guarantee and registered with Companies House and the Charity Commission in England and Wales. It operates from its registered office of 75 Harborne Road, Birmingham 815 3DH. The principal activity is the advancement of education through its network.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Titan Partnership Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.3 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 2. In the event of the company being wound up, the liability in respect of the guarantee is limited to £10 per member of the company.

1.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1.5 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

1 Accounting Policies (cont'd)

1.6 Expenditure

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

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

1.7 Tangible fixed assets and depreciation

All fixed assets costing more than £1,000 are capitalised.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings - 25% straight line

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'net gains on investment' in the statement of financial activities incorporating income and expenditure account.

1.9 Operating leases

Rentals under operating leases are charged to the statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

1.10 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the balance sheet date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the statement of financial activities incorporating income and expenditure account.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

1 Accounting Policies (cont'd)

1.11 **Interest receivable**

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

1.12 **Pensions**

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

One employee is a member of the West Midlands Metropolitan Authorities Pension Fund, a multi-employer defined benefit scheme where the underlying assets and liabilities are separately identifiable.

Pension costs for seconded staff are recognised when charged by the schools in question.

1.13 **Debtors**

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

1.14 **Cash at Bank and in hand**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.15 **Liabilities and provisions**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.16 **Liabilities and provisions**

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

1.17 **Critical accounting estimates and areas of judgment**

Estimates and judgments 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.

Critical accounting estimates and assumptions relate to the fair value of investments. These are based on the listed market value which could cause a material adjustment to the carrying value of the assets in the next financial year.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

2 Income from donation and legacies

	Restricted Funds	Unrestricted Funds	Total 2022	Total 2021
	£	£	£	£
Donations	196	26,617	26,813	135,124

Of the income from donations and capital grants received in year, £196 (2021: £90,794) was restricted and £26,617 (2021: £44,330) was unrestricted.

3 Income from charitable activities

	Restricted Funds	Unrestricted Funds	Total 2022	Total 2021
	£	£	£	£
Initial teacher training	-	232,645	232,645	284,427
CPD and training	-	8,803	8,803	4,350
Funded project income	490,469	-	490,469	390,583
Membership and services	-	268,784	268,784	273,562
Other Income	-	2,000	2,000	1,997
	490,469	512,232	1,002,701	954,919

The income from charitable activities from the charitable company for 2022 was £1,002,701 (2021 : £954,919) of which £490,469 (2020: £390,583) was restricted and £512,232 (2021: £564,336) unrestricted.

Included in funded project income is £46,220 (2021: £Nil) of project funding from the European Union.

All terms and conditions of government funding have been met.

4 Investment income

	Restricted Funds	Unrestricted Funds	Total 2022	Total 2021
	£	£	£	£
Bank interest receivable	-	87	87	346
	-	87	87	346

The investment income from the charitable company for the 31 July 2022 was £87 (2021: £346) of which £Nil (2021: £Nil) was restricted and £87 (2021: £346) unrestricted.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

5 Analysis of expenditure by activities

	Activities undertaken directly 2022	Support Costs 2022	Total 2022	Total 2021
	£	£	£	£
Initial teacher training	34,508	275,169	309,677	**244,612**
CPD and training	21,161	3,264	24,425	**32,002**
Funded projects/grants costs	317,612	253,461	571,073	**543,761**
Skills, employability and careers	-	32,886	32,886	**50,780**
Membership and services	-	117,314	117,314	**179,445**
Total 2022	**373,281**	**682,094**	**1,055,375**	**1,050,600**
Total 2021	**650,724**	**399,876**		**1,050,600**

6 Support costs

	Initial teacher training	CPD and training	Funded projects	Skills, employability and careers
	£	£	£	£
Office overheads	19,224	48	2,539	146
Office consumables	22,420	640	33,307	1,921
Auditor's remuneration	8,425	-	-	-
Wages and salaries	212,802	2,220	163,431	27,110
National insurance	38,537	204	4,453	2,248
Pension cost	21,507	152	1,845	1,461
Agency suppport staff	140	-	-	-
Total 2022	**323,055**	**3,264**	**205,575**	**32,886**
Total 2021	**158,131**	**25,045**	**27,559**	**50,780**

	Membership and services	Total 2022	Total 2021
	£	£	£
Office overheads	928	22,885	**12,905**
Office consumables	12,153	70,441	**85,564**
Auditor's remuneration	-	8,425	**9,135**
Wages and salaries	93,369	498,932	**156,862**
National insurance	4,670	50,112	**112,508**
Pension cost	6,194	31,159	**22,902**
Agency suppport staff	-	140	**-**
Total 2022	**117,314**	**682,094**	**399,876**
Total 2021	**138,361**		**399,876**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

7 Staff costs

Staff costs were as follows:	Total 2022	Total 2021
	£	£
Wages and salaries	498,932	344,922
Social security costs	50,112	35,370
Pension costs	31,159	26,729
Agency staff costs	140	-
	580,343	407,021

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

	Total 2022	Total 2021
	No	No
	15	11

The number of higher paid employees was:

In the band £70,001 - £80,000	-	1
In the band £80,001 - £90,000	1	-

Key management personnel comprise the Chief Executive Officer, Director of ITT and the Finance and Operations Manager. The total employee benefits (including employer pension contributions and employer national insurance) paid to key management personnel was £224,238, (2021: £216,521).

Pensions

The pension cost for those employees in the West Midlands Metropolitan Authorities Pension is assessed in accordance with the advice of a qualified actuary using the projected unit method. This scheme is subject to a triennial review with the most recent one being available at 31 March 2016.

The pension contributions paid in the year were £3,928 (2021: £3,713).

Pension contributions paid in the year to defined contribution schemes were £27,231 (2021: £20,597).

8 Net (income)/expenditure

This is stated after charging:

	Total 2022	Total 2021
	£	£
Auditor's remuneration - audit	5,450	5,900
Auditor's remuneration - other services	2,975	2,095

During the year, no Trustees received any remuneration or reimbursed expenses (2021 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

9 Tangible fixed assets

	Fixture and Fittings £
Cost	
At 1 August 2021 and 31 July 2022	-
Depreciation	
At 31 August 2021 and 31 July 2022	-
Net book value	
At 31 July 2022	-
At 31 July 2021	-

10 Fixed asset investments

	Total £
Market value/cost	
At 31 July 2021	281,066
Amount written off	-
Revaluations	(15,699)
At 31 July 2022	265,367

11 Debtors

	2022 £	2021 £
Trade debtors	5,721	26,340
Other debtors	1,077	1,127
Prepayments and accrued income	29,132	17,188
	35,930	44,655

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

12 Creditors: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	15,110	231
Other taxation and social security	67,803	56,789
Other creditors	105,040	65,977
Accruals and deferred income	326,392	266,332
	514,345	389,329

Deferred income	2022	2021
	£	£
Deferred income at 31 July 2021	150,291	193,693
Resources deferred during the year	210,762	150,291
Amounts released from previous years	(150,291)	(193,693)
Deferred income at 31 July 2022	210,762	150,291

13 Statement of funds

	Balance at 1 August 2021	Incoming Resources	Resources Expended	Transfer in/out	Gains/ (Losses)	Balance at 31 July 2022
	£	£	£	£	£	£
Unrestricted funds						
General funds	783,229	538,936	(560,113)	-	(15,699)	746,353
Restricted funds						
European funding	-	46,219	(46,219)	-	-	-
Computers for children	-	196	-	-	-	196
Developing Local Provision	-	87,935	(87,935)	-	-	-
Gangs and Violence Fund	4,793	5,834	(10,627)	-	-	-
3Ms	-	20,021	(20,021)	-	-	-
YEF - CRC	-	330,460	(330,460)	-	-	-
Total restricted funds	4,793	490,665	(495,262)	-	-	196
Restricted Pension Fund						
Pension Reserve	6,000	-	-	-	-	6,000
Total funds	794,022	1,029,601	(1,055,375)	-	(15,699)	752,549

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

13 Statement of funds (cont'd)

Restricted funds

The ITT funds are to be applied for teacher training programmes in accordance with the funder terms.

The Inclusion and Opportunity funds are residual balances of funding which is to be used to continue to support activities focussed on delivering inclusion and opportunity within schools.

Independent funds are held in relation to specific individual schools.

European funding amounts are to be applied for specific projects funded by the European Union in accordance with the specifications of the particular project.

Computers for children funding amounts are funds are donations of computers and funding for the purchase of computers, which are to be donated to children.

Statement of funds - prior year

	Balance at 1 August 2020 £	As Restated Incoming Resources £	As Restated Resources Expended £	Transfer in/out £	Gains/ (Losses) £	Balance at 31 July 2021 £
Unrestricted funds						
General funds	**690,951**	609,012	(531,398)	(822)	15,486	**783,229**
Restricted funds						
European funding	**6,643**	14,198	(20,841)	-	-	-
Inclusion and opportunity	**-**	90,794	(91,616)	822	-	-
Independent	**-**	4,456	(4,456)	-	-	-
ITT	**4,793**	-	-	-	-	**4,793**
Caring & participating projec	**4,689**	2,000	(6,689)	-	-	-
All kinds of everything proje	**22,671**	369,929	(392,600)	-	-	-
STEM careers workshop	**-**	-	-	-	-	-
Gangs and Violence Fund	**-**	-	-	-	-	-
3Ms	**-**	-	-	-	-	-
YEF - CRC	**-**	-	-	-	-	-
Vinci Foundation	**-**	-	-	-	-	-
Total restricted funds	**38,796**	**481,377**	**(516,202)**	**822**	**-**	**4,793**
Restricted Pension Fund						
Pension Reserve	-	-	(3,000)	3,000	6,000	**6,000**
Total funds	**729,747**	**1,090,389**	**(1,050,600)**	**3,000**	**21,486**	**794,022**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

14 Analysis of net assets between funds

Fund balances at 31 July 2022 are represented by:

	Restricted Funds	Restricted Pension Funds	Unrestricted Funds	Total
	£	£	£	£
Fixed asset investments	-	-	265,367	265,367
Current assets	246,033	-	749,494	995,527
Creditors due within one year	(245,837)	-	(268,508)	(514,345)
Defined benefit pension scheme	-	6,000	-	6,000
	196	**6,000**	**746,353**	**752,549**

Comparative information in respect of the preceeding period is as follows:

Fund balances at 31 July 2021 are represented by:

	Restricted Funds	Restricted Pension Funds	Unrestricted Funds	Total
	£	£	£	£
Fixed asset investments	-	-	281,066	281,066
Current assets	4,793	-	891,492	896,285
Creditors due within one year	-	-	(389,329)	(389,329)
Defined benefit pension scheme	-	6,000	-	6,000
	4,793	**6,000**	**783,229**	**794,022**

15 Reconciliation of net movement in funds to net cash flow from operating activities

	2022	2021
	£	£
Net (expenditure)/income for the year (as per Statement of Financial Activities)	**(25,774)**	**42,789**
Adjustment for:		
Decrease in debtors	**8,725**	**48,502**
Increase/(decrease) in creditors	**125,016**	**(22,562)**
Net cash provided by operating activities	**107,967**	**68,729**

16 Analysis of cash and cash equivalents

Cash in hand	**959,597**	**851,630**
Total	**959,597**	**851,630**

17 AGENCY ARRANGEMENTS

The partnership distributes ITT bursary funds to trainee teachers as an agent for the DfE. In the period 1 August 2021 to 31 July 2022, the partnership received £155,500 (2021 : £419,800) and disbursed £158,580 (2021: £386,920) from the fund. An amount of £12,000 (2021: £15,080) is outstanding at 31 July 2022.

During the year ended 31 July 2022 the charity received donations to buy laptops which were to be donated to schools for children to use during the Covid-19 crisis, totalling £196, (2021: £90,794). In addition to this a further £Nil, (2021: £821) was transferred from unrstricted funds to purchase laptops. Total expenditure for the disbursment of these laptops totalled £196 (2021: £91,615). There was £Nil, (2021: £Nil) outstanding at 31 July 2022

18 Related party transactions

Owing to the nature of the company's operations, the board of trustees are drawn from the membership of the company and transactions do therefore take place with organisations in which the trustees have an interest. All such transactions are conducted on the same basis as other members of the company.

During the year one staff from one member school carried out specific activities on behalf of Titan in order to benefit from their expertise. In accordance with internal policies relating to conflicts of interest both roles were recruited with absolute transparency and advertised to ensure that the opportunity and recruitment process was managed in an equitable manner. The Outreach support role for Sharing Panel provision is seconded from St George's Academy.

Anglesey Primary School, an academy in which Paul Doddridge (Chair) is a Trustee. Titan Partnership received meeting room hire income totalling £1,125 (2021: £Nil) from Anglesey Primary School during the year. £750 (2021: £Nil) was due from Anglesey Primary School at 31 July 2022 in respect to these fees.

Aston University Engineering Academy, an academy in which Daniel Locke-Wheaton (Trustee) is a Trustee. Titan Partnership received Sharing Panel contributions totalling £2,997 (2021: £Nil) from Aston University Engineering Academy during the year. £Nil (2021: £Nil) was due from Aston University Engineering Academy at 31 July 2022 in respect to these fees.

South & City College, a college in which Anna Marie Mason (Trustee) is a Trustee. Titan Partnership received payment for Mental Health First Aid Training totalling £5,120 (2021: £Nil) from South & City College during the year. £5120 (2021: £0) was due from South & City College at 31 July 2022 in respect to these fees.

Titan Education Trust, a Multi Academy Trust in which Nicola Hutchison (Trustee) is a Trustee. During the year payroll services were provided to Titan Education Trust and Titan Partnership received admin fees totalling £2,534 (2021: £3,510) and Sage Support totalling £1,393 (2021: £813). Titan Partnership also received meeting room hire income toatalling £150 (2021: £Nil). At the end of the year, amounts due to Titan Education Limited stood at £5,709 (2021: amounts due from Titan Education Limited stood at £14,187).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

19 PENSION AND SIMILAR OBLIGATIONS

The Charity's employees belong to two principal pension schemes: the Royal London Pension Scheme and the Local Government Pension Scheme (LGPS) for which is managed by the West Midlands Pension Fund. Both are defined multi employer benefit schemes.

The total LGPS pension cost to Titan Partnership Limited during the year ended 31 July 2022 was £4,000 (2021: £4,000).

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the LGPS 31 March 2019.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

The LGPS is a funded defined benefit scheme, with the assets held in a separate trustee administered funds. The total contributions made for the year ended 31 July 2022 were £4,000 of which employers contributions totalled £4,000 (2021: £4,000) and employees contributions totalled £Nil (2021: £Nil). The agreed contributions for future years are 19.8% for employers and an average contribution rate 5.87% for employees.

No LGPS valuation has been performed for 31 July 2022 as the valuation is not material to the financial statements. An LGPS valuation will be performed for year ending 31 July 2023.

Principal Actuarial Assumptions at 31 July 2021

The major assumptions used by the actuary were:	**At 31 July 2021 % per annum**
Discount rate	**1.60%**
Salary increases	**3.75%**
Pension increase	**2.75%**
Inflation Assumption	**0.00%**
Commutation of Pensions to lump sum	**0.00%**

Sensitivity analysis for the principal assumptions used to measure	**At 31 July 2021 £'000**
Discount rate increased by 0.1% per annum	**225**
Adjustment to pension increases and deferred revaluation by 0.1%	**243**
Life expectancy at retirement increased by 1 year	**243**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

19 PENSION AND SIMILAR OBLIGATIONS (cont'd)

Local Government Pension Scheme (cont'd)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 July 2021 years
Longevity at age 65 retiring today	
- Men	21.6
- Women	24.0
Longevity at age 65 retiring in 20 years	
- Men	23.4
- Women	25.8

The Academy's share of the assets in the scheme were:	Fair value At 31 July 2022 £'000	Fair value At 31 July 2021 £'000
Equity instruments	149	145
Debt instruments	21	20
Property	18	17
Cash	9	9
Other	50	49
Total market value of assets	247	240
Present value of scheme liabilities		
- Funded	(247)	(240)
- Unfunded	241	234
Total liabilities	(247)	(240)
Surplus in the scheme	(6)	(6)

The actual return on the scheme assets in the year was £Nil (2021: £31,000).

Amounts recognised in the Statement of Financial Activities	2022 £'000	2021 £'000
Current service cost	4	7
Interest income	(3)	(3)
Interest cost	3	3
Administration costs	-	-
Total amount recognised in the SOFA	4	7

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2022 (cont'd)

19 PENSION AND SIMILAR OBLIGATIONS (cont'd)

Changes in surplus during the year	2022 £'000	2021 £'000
Balance at 1 August	(6)	-
Transfer in of pension surplus	-	(3)
Movement in year:		
- Employer service cost (net of employee contributions)	4	7
- Employer contributions	(4)	(4)
- Expected return on scheme assets	(3)	(3)
- Interest cost	3	3
- Actuarial gain	-	(6)
Surplus in the scheme at 31 July	(6)	(6)

Changes in the present value of defined benefit obligations were as follows:	2022 £'000	2021 £'000
Balance at 1 August	234	-
Transfer in of pension liabilities	-	199
Current service cost	4	5
Past service cost	-	2
Interest cost	3	3
Contributions by scheme participants	-	-
Benefits paid	-	-
Actuarial loss	-	25
Scheme liabilities at 31 July	241	234

Changes in the fair value of academy's share of scheme assets:	2022 £'000	2021 £'000
Balance at 1 August	240	-
Transfer in of pension assets	-	202
Expected return on scheme assets	3	3
Actuarial gain	-	31
Contributions by employer	4	4
Benefits paid	-	-
Administration expenses	-	-
Contributions by scheme participants	-	-
Fair value of scheme assets at 31 July	247	240

The estimated value of employer contributions for the year ended 31 July 2023 is £4,000 (2021: £4,000).

TITAN PARTNERSHIP LIMITED

England & Wales - Charity number 1081749

Accounts

TITAN PARTNERSHIP LIMITED

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JULY 2021

Registered Number: 04005034
Charity Number: 1081749

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 JULY 2021

Trustees	Paul Doddridge David Hardman Nicola Hutchison Sapreena Kumari Daniel Locke-Wheaton Alexandra Lofthouse (resigned 31 July 2020) Jacqueline Maher (resigned 1 September 2020) Jonathan Mortimer Colin Parker (resigned 1 September 2019) Nicola Walters (resigned 1 September 2019)
Company registered number	04005034
Charity registered number	1081749
Registered office	75 Harborne Road Birmingham B15 3DH
Chief executive officer	Carolyn Chapman - Lees
Independent auditors	UHY Hacker Young (Birmingham) LLP 9-11 Vittoria Street Birmingham B1 3ND
Bankers	Lloyds TSB Pie 114-116 Colmore Row Birmingham B3 2FD

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2021

Introduction

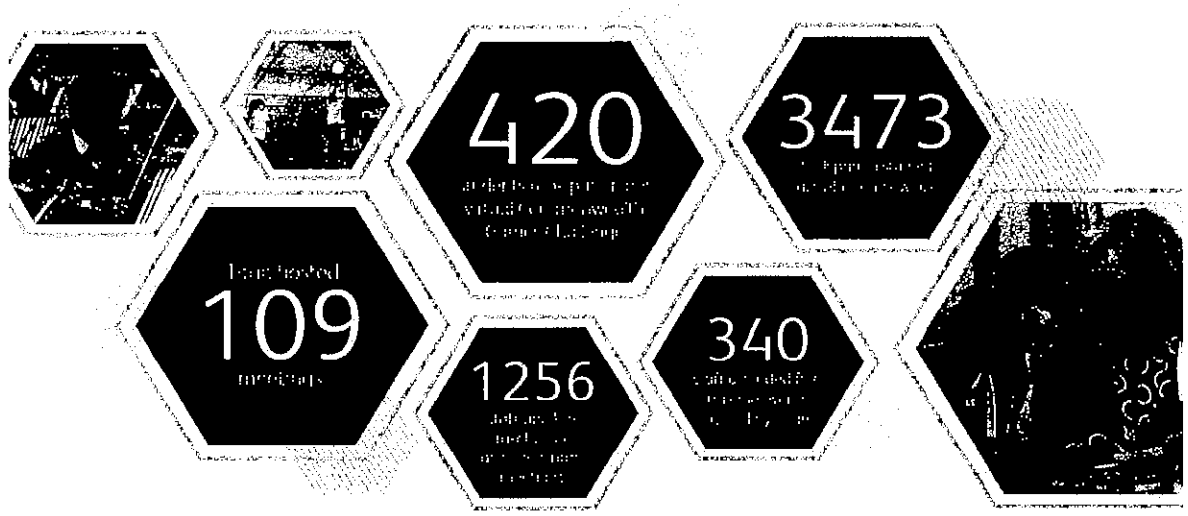
Academic year 2020/21 continued to present extreme challenges because of the ongoing Covid-19 the education landscape. As a sector, education consistently navigated a new world of virtual, remote, hybrid and on-site delivery in relation to teaching, learning, safeguarding, and welfare. Across 2020/21 Titan also further embraced the virtual approach, ensuring that our members received uninterrupted support and therefore benefit and impact from our membership offer.

We can say with absolute confidence that 2020/21 was another successful year for the Titan Partnership. The membership base remained strong demonstrating that our members really value the services and support that Titan offers.

The organisational structure, established in 2017/18, continued to demonstrate that cross-functional operations were more effective and efficient in terms of skills sharing and skills development. 2020/21 saw Titan offer increased levels of service and support to members with the same headcount as previous years. Whilst we demonstrated greater capability to serve our members, Titan's capacity was extremely stretched. In July 2021 a new organisational structure, intended to support an ambitious 5-year growth plan, was approved by the Executive Committee. The new strategy, currently under development, is supported by an organisational structure that no longer includes hybrid roles. This ensures increased levels of expertise whilst also increasing capacity within each role. The new strategy and structure are underpinned by another year of excellent financial performance and management, thus providing the platform for growth and a more sustainable future.

Key partnerships across the city have also developed and strengthened further which has manifested through increased sponsorship and funded projects. Titan persists in growth, both in terms of membership and in the diversification of projects and activities which in turn ensures a more diverse, stable, and sustainable organisation going forward.

Key Headline Achievements in 2020/21:



- **Membership of the Titan network**
  - 50 members retained as of July 2021 which demonstrated a strong network in the most financially challenging times
- **Initial Teacher Training**
  - Financial target achieved for 2020/21
  - 26 SCITT and Schools Direct trainees awarded PGCE & QTS in July 2021
  - 12 End Point Assessments for Teaching Apprenticeships were delivered online with Wolverhampton University
- **Student activities and events**
  - 3473 students took part in activities and projects being delivered by Titan. Projects and events included:
    - Aston Olympians- Visit the Venues Commonwealth Challenge (virtual activity)
    - Virtual Careers & Skills Fair
    - Titan Careers & Employability Programmes
    - STEAM projects and competitions
    - Enterprise Projects such as Mycro Tyco
    - The Confident Resilient Children (CRC) Project
    - Managed Move Mentoring Programme
    - Enterprise in Action Programme
    - United In Diversity Project
    - HE Innovation Projects
    - Titan All Stars
    - Titan Awards 2021
- **Leaders/staff activities and events**
  - 1256 staff took part in staff development activities, events, and support including:
    - Head Teacher meetings (Primary and Secondary)
    - Deputy Head Teacher meetings
    - Child Criminal Exploitation meetings
    - Curriculum Leads meetings
    - School Business Manager meetings
    - Equality Diversity and Inclusion Group
    - PSHE / Pastoral Leads meetings
    - Mental Health and Wellbeing Group
    - SENDCo meetings
    - STEAM Inclusion Group
    - IT Leads Meetings
    - Careers & Skills Meetings
    - Post-16 meetings
    - EYFS Group
    - Transition Taskforce Group
    - Titan Awards 2021

- **Training & CPD**
  - Mental Health First Aid Training
  - NQT Support Sessions
  - CCE Training sessions - supported by West Midlands Violence Reduction Unit
  - Pension Overview Sessions - supported by Wesleyan
  - Secondary Teacher Assessed Grades Moderation
  - Brilliant Diversity EDI Training
  - Compassionate Minds Mental Health and Wellbeing Training
  - Teach Meets
- **Funded projects** continued to remain a key income stream as funding was secured through local, regional, national, and European funding streams in the previous year.
- **Sponsorship & Fundraising** also increased with funds raised to support the Titan Awards and the Computers for Children campaign.

- **Other income was maximized through:**
  - COIF Funds
  - Titan Payroll service
  - Sharing Panel
  - Room Hire
- **Marketing and communication**
  - Titan websites saw a 64% increase and addition of 21,000 unique users in page views
  - 33% increase in engagement across social media channels
  - 375% increase in impressions through Google Ads
  - 10% increase in open rates on the Titan Update, and 5% increase in click rates

Impact of Covid-19

The Covid-19 pandemic maintained a significant impact on Titan throughout 2020/21 in terms of the services and support we were able to offer our members, and how we did that most effectively. However, even throughout this unprecedented crisis, Titan has continued to demonstrate agility and resilience in providing essential support to its members during the most financially and emotionally challenging times in education.

Objectives as per the Articles of Association

The objectives as per the Articles are the advancement of education of school children, young people, and their teachers/lecturers through the establishment of an inner-city network. Titan Partnership is involved with many projects all of which work towards these objectives.

Titan's Vision 2020/21

With a focus on equality, diversity, and inclusion as well as skills and employability, we are transforming the life chances of young people across our city, and through our specialist teacher training we are creating the teachers and leaders of tomorrow.

Titan's Mission

Social justice is at the heart of everything we do. Titan works hard to deliver solutions that:

- Embed equality, diversity & inclusion in everything we do and offer
- Raise aspirations so that young people can realise their potential

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2021

Titan's Mission

- Build skills that generate prosperity and well-being for individuals, familities and communities
- Create resilient, professional, and innovative teachers and leaders

Titan's Objectives – 2020-21

- Objective 1 - To be the network of choice for all phase, inner city education establishments in Birmingham
- Objective 2 - To recruit cohorts of trainee teachers who are uniquely defined by their diversity and who wish to 'make a difference' in local, inner-city schools.
- Objective 3 - To manage or partner in a range of externally funded projects that directly benefit members of the Titan network. All projects will align closely with Titan's 3 key priorities.
- Objective 4 - To support schools and employers to work together on the achievement of the Gatsby Benchmarks.
- Objective 5 - To support employers to engage with schools in a meaningful way so Gatsby Benchmarks are achieved whilst also addressing aspects of employer CSR and HR strategies.
- Objective 6 - To promote Titan's CPD / Training offer to member and non-member schools across Birmingham.
- Objective 7 - To create income through management fees such as Payroll, Sharing Panel Management Fees, ITT Management Fees. Plus, other income (COIF, room hire, sundries)

Titan achieved these aims and objectives through the implementation of a continually ambitious growth strategy focusing on the following key activities.

1) Education Membership & Services
2) Initial Teacher Training
3) Funded Projects/Grants
4) CPD & Training
5) Skills, Employability & Careers
6) Sponsorship & Fundraising
7) Management Fees / Other income sources

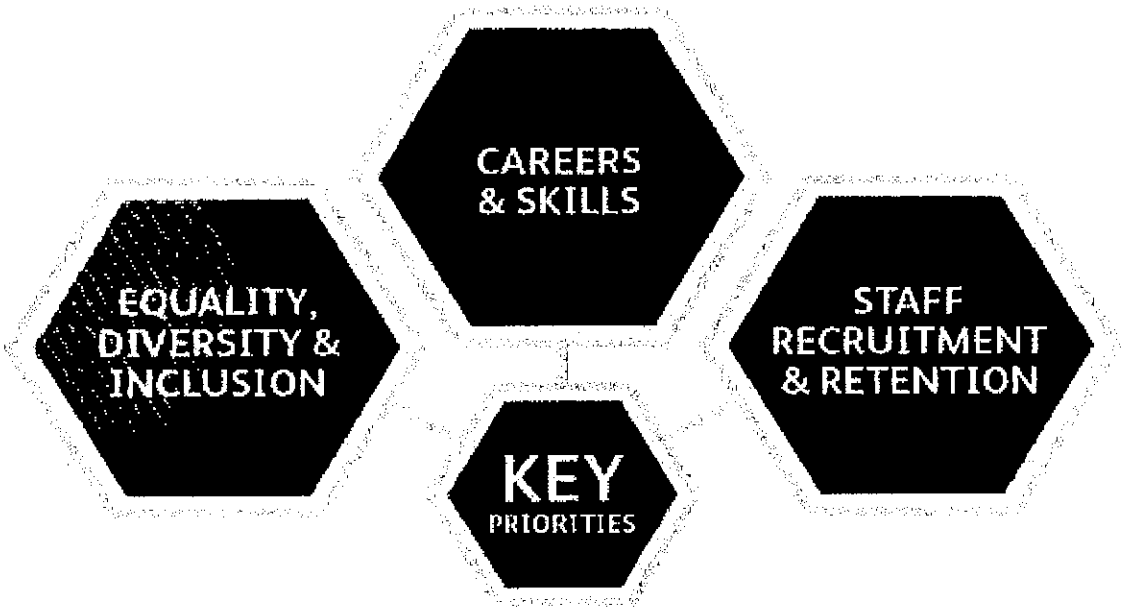
Key activities in 2020/21

The Titan Membership Offer

Through consultation with our members, the Titan network continued to focus on the three key priorities as identified below. These priorities encapsulated the challenges that members faced on a regular basis and through a collaborative and creative approach, Titan supported the development and implementation of a range of solutions.

To address these key priorities, Titan developed a programme of activity for each education phase (some of which were cross-phase). All the activities, events and services identified were included in the annual membership fee, therefore providing real benefit, value for money and impact for each organisation, their staff, and their students. Throughout the year Titan delivered a range of other events and activities as advised by its members.

The Titan Membership Offer 2020/21 - Key Priorities and Activities



Key Priorities

EQUALITY, DIVERSITY & INCLUSION

Equality, Diversity & Inclusion are central to Titan's ethos and values. Titan aimed to demonstrate this through a range of relevant and focused activities for members and the young people they served. The mental health and well-being of all students and staff remained to be a key aspect of this priority.

CAREERS & SKILLS

Titan facilitated an inspiring programme of activities for young people to connect with employers as meaningful employer engagement was the most effective way to develop skills for work. Titan also assisted members to develop and implement effective careers strategies to support the achievement of the Gatsby Benchmarks.

STAFF RECRUITMENT & RETENTION

Titan continued to support the development of teachers and future leaders. By creating opportunities and support mechanisms for leaders, teachers, business support staff and trainee teachers, Titan helped to develop their current teams and their future talent pipelines.

Summary

The education sector continued to face unprecedented challenge across 2020/21, mainly because of the Covid-19 pandemic. By association this had a direct impact on Titan. However, Titan further demonstrated its ability to be agile, resilient, and therefore ultimately more sustainable. The growth strategy initially implemented in 2017/18 has maintained demonstrable success and impact across 2020/21 and Titan maintains its offer of support and new opportunities to members and to help members collaborate and co-create in a very difficult education landscape.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2021

The financial income targets for 2020/21 were exceeded and expenditure remained relatively constant therefore demonstrating Titan's ability to create cost efficiencies whilst increasing income through more diverse income streams.

In focus - Key Priorities in 2020/21

Priority 1 – Equality, Diversity & Inclusion

Main beneficiaries
The beneficiaries of Titan's EDI activities have been staff and leaders, as well as students from across the Titan network.

Student and Staff Activities & Events

- Primary Schools
  - Confident Resilient Children (CRC Project)
  - Aston Olympians – Visit the Venues Commonwealth Challenge (virtual)
  - Employability / Enterprise Programmes with Wildhearts
  - Titan Virtual Careers & Skills Fair
  - Titan All Stars
  - Titan Awards
  - iPad Loans
  - Computers For Children
  - EDI Competitions
  - CCE Group
  - EDI Update
- Secondary Schools
  - Employability & Enterprise Programmes with:
    - Hays
    - Wesleyan
    - Wildhearts / Mycro Tyco
    - BAM Construction
  - Titan Virtual Careers & Skills Fair
  - Advice and guidance on Apprenticeships
  - iPad Loans
  - Titan Awards
  - Computers For Children
  - EDI Competitions
  - CCE Group
  - EDI Update

Confident Resilient Children (CRC) Project
Titan Partnership was awarded a Youth Endowment Fund grant to deliver the Confident Resilient Children (CRC) Project, a primary school intervention for children in Years 5 and 6 across Birmingham. The aim of the project is to help children to develop strategies that build resilience and confidence, and to make positive choices to keep them safe and less vulnerable to exploitation and criminality. By the end of Year 2 (2020/21) and despite the Covid-19 crisis, the project reached 5281 students across 25 schools. The project was awarded a further extension of Year 3 following the success of the project in 20/21.

Aston Olympians (now Commonwealth Games themed)

Aston Olympians 2021 was due to take place at Aston University across four days in June for 480 Year 5 students from Titan schools. It would have been the 15th year of Aston Olympians. The Covid-19 crisis meant that it could not take place this year, therefore Titan developed a virtual alternative: Visit the Venues – Commonwealth Games Challenge.

The challenge saw 420 students from 14 of our primary members take part in a step focused challenge as they used pedometers provided by Titan to collectively tally 860,395 steps – the equivalent to the 454 miles it would take to walk from each venue for Birmingham 2022 to the next.

Schools were provided with a 40-minute step focused video that took students on a journey across the venues as they discovered the history behind them. Students were then asked to wear their pedometers throughout the day to collect their steps and a resource pack was provided with Commonwealth Games activities, top tips for healthy eating and keeping active and worksheets that explored what Birmingham 2022 meant for students.

Titan Careers & Skills Fair

The Titan Careers & Skills Fair 2021 was due to take place across two days in July for Year 6, 7 & 8 students from Titan schools. The Covid-19 crisis meant that this event could not take place in 2020 or 2021, therefore Titan developed a virtual Careers and Skills Fair for students.

The website is populated with key information from our members and employer partners and allows students to virtually meet employers, colleges, and universities to help them start thinking about careers, skills, and qualifications. For 2021, the website was revamped with the addition of virtual workshops and new games, quizzes, and competitions.

The Virtual Careers and Skills Website was accessed 1171 times, demonstrating a confident 131% increase from last year.

iPad Loans

Titan continued to offer an iPad Loan scheme to all schools in the network. This provided teachers and students the opportunity to use technology in the classroom that they would not otherwise have had access to. The iPads supplemented the delivery of the CRC project in the classrooms.

Main beneficiaries - Staff and students accessed the iPads to improve teaching and learning.

Priority 2 – Careers & Skills

Careers & Skills remained a key priority for Titan. In 2020/21 the Careers & Skills Group continued to bring together Careers Advisors in schools and Outreach and Student Recruitment teams from FE, HE and Private Training providers. The group which met 6 times across 2020/21 proved to be highly successful.

Main beneficiaries

Students in network schools, including primary schools, plus Careers Advisors in network schools, Outreach and Student Recruitment teams in Colleges, Universities and Private Training Providers.

Through an extensive programme of activities and events for children and young people Titan helped to raise aspirations through new experiences and build skills for success through the careers, employability, and enterprise activities.

Student & Staff Careers & Skills Activities

- Careers & Skills Group
- Post 16 Group
- Employer Forum
- Updates and newsletters
- Student enterprise activities and competitions
- Student employability activities with various employers
- Student mentoring schemes with major employers
- Student competitions
- Titan Careers & Skills Fair (virtual)

Priority 3 - Staff Recruitment & Retention
Initial Teacher Training

With over 20 years' experience training teachers in Birmingham's inner-city schools, Titan continued to offer School Centred Initial Teacher Training (SCITT), School Direct courses and End Point Assessment for Teaching Apprenticeships in both the primary and secondary age phases. Schools in the Titan Partnership provided excellent learning environments for Titan trainees to develop the key teacher competences so that they could begin their careers as well prepared, confident, reflective teachers. Teacher trainees benefited from additional support because of the Covid-19 situation in the areas of Mental Health & Well-being and also remote teaching and learning.

Titan ITT specialises in training teachers who specifically want to work in inner-city schools where they feel they can make a very real and tangible difference to young lives.

Assessment Only Route

The Assessment Only Route (AOR) provides a pathway for candidates who have considerable experience of working in schools but do not possess Qualified Teacher Status (QTS). It is a route that enables a teacher to be assessed for QTS if they are currently working as an unqualified teacher, paid or unpaid. In 2020/21 4 teachers gained QTS through the Titan Assessment Only Route.

In July 2021, 26 trainees gained QTS and PGCE. All QTS awards through the Assessment Only Route resumed post lockdown.

End Point Assessment – Teaching Apprenticeship

The Titan Partnership is accredited as an End Point Assessor for the Postgraduate Teaching Apprenticeship. This route allows schools to use the apprenticeship levy to cover the cost of training. The apprenticeship route takes four terms to complete. All apprentices need to complete a final assessment after the award of QTS with an independent assessor which is carried out in the first term of the NQT year. In 2020/21 12 Teaching Apprentices at Wolverhampton University achieved their qualifications following EPA by Titan.

Staff CPD & Training

Titan also supported staff recruitment and retention through a focused programme of CPD and Training. Members had access to a free NQT programme and a teacher CPD programme called Creative Active Engaging (CAE) Training. In academic year 2020/21 Titan offered the following CPD programmes for NQTs and teachers as part of the membership offer:

NQT SUPPORT TRAINING

- Session 1 - The Challenge Ahead – School response to Covid-19 and your expectations as a new teacher. Settling into the new school environment. Routines & procedures. Behaviour management.
- Session 2 - Your mental health and wellbeing
- Session 3 - Metacognition and cognitive load
- Session 4 - Creating impact in the classroom, independent learning, planning and contingency plans
- Session 5 - Teachers' Standards Part 2, data & planning
- Session 6 - Financial planning for your future

CREATIVE ACTIVE ENGAGING (CAE) TRAINING

- Engage your students quickly and effectively with easy to prepare and easy to deliver techniques
- See the progress your students make and learn to quickly target areas for intervention
- Plan creative and enjoyable lessons that inspire and motivate all students

Other Training & Workshops

- Mental Health First Aid Training
- NQT Support Sessions
- CCE Training sessions - supported by West Midlands Violence Reduction Unit
- Pension Overview Sessions - supported by Wesleyan
- Secondary Teacher Assessed Grades Moderation
- Brilliant Diversity EDI Training
- Compassionate Minds Mental Health and Wellbeing Training
- Teach Meets

Other activities and support for Titan members

Titan continued to facilitate a number of meetings, forums, and workshops with the aim of assisting staff across the network in sharing best practice, addressing challenges together and explored new ways in which they could work together more effectively and efficiently. The programme for staff support and development (at all levels) included;

- Head Teacher meetings (Primary and Secondary)
- Deputy Head Teacher meetings
- Child Criminal Exploitation meetings
- Curriculum Leads meetings
- School Business Manager meetings
- Equality Diversity and Inclusion Group
- PSHE / Pastoral Leads meetings
- Mental Health and Wellbeing Group
- SENDCo meetings
- STEAM Inclusion Group
- IT Leads Meetings
- Careers & Skills Meetings

- Post-16 meetings
- EYFS Group
- Transition Taskforce Group
- Titan Awards 2021

Northwest Network Sharing Panel
In 2020/21 Titan continued to manage activities and legacy funding for the Northwest Secondary Schools Network (most of which are Titan members). The funding, contributed by the schools involved in Sharing Panel, covered the operation of the NW Network Sharing Panel and the placing of Fair Access students, many of whom had been absent from education for some time.

Sharing Panel
Schools from across the Northwest Network active in the Sharing Panel, contributed an agreed fee each academic year. Titan managed the Sharing Panel which included its co-ordination, family liaison support, administration, and finance. Titan's CEO also Chaired the monthly Sharing Panel meetings.

The number of contributing schools to the Northwest Network Sharing Panel in 2020/21 was 16.

As part of ensuring continuous improvement, Titan conducted an annual evaluation of the Sharing Panel. The quality of the provision was rated very good or excellent. This enabled Titan to continue high quality Sharing Panel provision.

Main beneficiaries

Vulnerable young people at risk of permanent exclusion were the key beneficiaries however the wider impact is on whole the school population as behaviour management strategies are deployed in a consistent and equitable manner across the network. The support of Fair Access students also increased over 2020/21 with the Sharing Panel supporting more vulnerable young people who have been out of education for some time.

Key impacts included:

- reduced permanent exclusions across the network
- a cross-network programme of interventions to suit the various needs of individual students
- earlier and more effective interventions for vulnerable young people through early reporting and supportive programmes

UK and EU Funded Projects
In 2020/21 Titan managed the continual delivery of its UK and European project funding which benefitted schools, staff, and students across the Titan network:

- The Confident Resilient Children Project (CRC), funded by Youth Endowment Fund
- United in Diversity (Erasmus+)
- Schools for Inclusion, Whole-School Approach for the Inclusive Education of Migrant, Refugee and Asylum-Seeking Children and Unaccompanied Minors (Erasmus+)
- Enterprise in Action - Gangs & Violence Fund (funded by the West Midlands Police & Crime Commissioner)
- Managed Move Mentoring Programme (funded by the Violence Reduction Unit, West Midlands Police & Crime Commissioner)

All European projects involved elements of research plus staff training and development, whilst UK funded projects aimed to engage students and staff in practical solutions focused activities especially around CCE and youth violence

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2021

Main beneficiaries

The United In Diversity Project involved 3 schools within the Titan network which benefit from partner institution exchange visits across Europe. These exchange visits enabled the sharing of best practice and having access to newly developed resources to improve the teaching and assessment of students in relation to diversity and inclusion. By working with diverse groups of staff and students across Europe all involved demonstrate increased confidence and competence. Students benefited through a more inspired learning experience that focuses on the development of their personal and academic skills. The project involved 3 partners from Czech Republic, Portugal, and Romania.

Due to Covid-19, this project was put on hold until September 2021 as the travel restrictions did not allow for the exchange programs to be run.

The Schools 4 Inclusion Project proposes the development of an effective strategy for the evolvement of the school into an inclusive environment, conducive to the successful integration of children of migrant backgrounds. It is aimed to support inclusive education in the overall improvement in social cohesion, improve language skills, prevent child poverty, and foster participation. The project involved 3 schools and 4 European partners from Greece, Portugal, Romania, and Spain.

The Managed Move Mentoring Project was a pilot of a very specific mentoring framework that provided enhanced mentoring support to around 36 young pupils within the Northwest Sharing Panel Network. It was focused around four key themes.

Attitude, Behaviour, Attendance, and Progress with the objective of a positive managed move for students and thereby reducing permanent exclusions.

The Gangs & Violence Project, called Enterprise in Action, funded by the WMOPCC, focused on developing enterprise and employability skills, and creating opportunities for 'at-risk' students. Students followed a programme that enabled them to practice an enterprising approach/mindset that will help them secure employment or start their own business in the future.

The Confident Resilient Children (CRC) Project enabled students to respond to challenging situations through a classroom programme using digital interactive stories in a fun way. In parallel targeted mentoring support helped pupils develop strategies that built the resilience of young people in keeping them safe from exploitation and criminality.

Strategic Partnerships

In 2020/21 Titan strengthened and created more meaningful and mutually beneficial relationships with strategic partners across the city. Partners included Alto Digital, Aston University, Balfour Beatty Vinci, Birmingham City Council, Bouygues UK, CENTURY Tech, Dev Clever, Emerge Leadership, Flash Academy, Greater Birmingham Chamber of Commerce, Hays Recruitment, Innovation Birmingham, Lime, West Midlands Police, West Midlands Police & Crime Commissioner, Wildhearts, South & City College Birmingham, St. Basils, STEAM School, University College Birmingham, Wesleyan and Zen Educate.

These companies either have similar visions, missions and objectives to Titan or CSR strategies that focus on education and young people therefore we were able to align from both a business and ethical perspective. Some of these organisations also have services or products from which Titan members can benefit in terms of student and staff performance therefore Titan promotes these to members often with exclusive offers and discounted packages.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2021

Fundraising and Sponsorship Activities

Titan's first fundraising campaign, Computers for Children became a key success in raising £90,794 to source 434 devices for its member schools. Key contributors were Wesleyan, Aston University, Millenium Point, Zen Educate, J W Europe Ltd, and Total Jobs, donating in excess of £75,580. National Grid donated 80 refurbished ThinkPad's which were donated to secondary schools in the network.

Titan continued to create more meaningful partnerships with local employers and is seeking to create efficiencies through the effective use of in-kind support.

Key challenges in 2020/21

- Decreased funding into schools in real terms because of costs relating to Covid-19.
- School focus on core teaching and learning activities because of Covid-19
- MATs which may not look to wider networks for support
- Mental health and well-being of both staff and students, amplified by Covid-19
- Decrease in SEND funding and a challenging SEND landscape in Birmingham
- Prevalence of knife crime, violent crime and gang culture impacting on the school environment putting increased pressure on already stretched school resources
- Covid-19 was and remains the extraordinary challenge facing Titan and its members in 2020/21.

Brexit

The ongoing uncertainty of Brexit on EU funded projects is proving, as expected, to be highly restrictive in terms of maintaining and developing partnerships across the EU. Titan has had relative success in securing EU funding in the past and continues to partner on prospective EU projects. Whilst this income stream does not generate much surplus for the organisation, they are value generating for members.

The DfE and national agendas

Titan is subject to national agendas, those of the Department for Education (DfE). The national crisis around teacher recruitment and retention crisis continued across 2020/21 although application numbers increased this year. Staff retention remains an issue and with the Covid-19 crisis we fully expect that the pressures on staff will have an impact on retention. In relation to teacher training, the DfE decided to change the policy in relation to trainees having school experience. This is no longer a requirement of the SCITT programme. This undoubtedly had an impact on the quality and resilience of trainees. For a number of trainees in 2020/21 the rigour and high expectations of the Titan ITT programme proved extremely challenging.

Recruitment onto the Titan ITT programme for 2020/21 was strong and all targets were achieved.

The Covid-19 crisis saw pressure mounting on the DfE to make quick and difficult decisions. Significant challenges arose for schools around the health & safety of staff and students and the need to ensure continuity of education. The sudden change to a remote teaching and learning strategy magnified the challenges around tech poverty. Titan launched its Computers for Children campaign to try and address this issue.

Funding for the education sector

The national funding landscape continues to cause extreme challenges for all phases of education and therefore value for money and impact are key factors when education institutions make decisions about Titan membership. In September Titan had 50 members suggesting that Titan is providing the support and value required by members. Retention of members is a key strength for Titan. The challenge of demonstrable value and impact remains, and Titan is working hard to ensure it provides relevant services and support whilst also improving these through ongoing reviews and evaluations.

Competition

Other network organisations may be considered as competition however, Titan is confident that its unique membership offer, and customer focused approach creates the real value and support that members are looking for in Birmingham. Other potential competitors are Multi Academy Trusts however again as we have a number of MAT school members, we can quite confidently state that they view Titan as a beneficial network. The local context which Titan provides is proving a positive aspect of the membership offer however as school funding continues to present severe restrictions Titan needs to constantly review the offer so that MATs and maintained schools alike derive value and benefit from membership.

The proliferation of private education suppliers / providers, especially ed tech companies, offering products and services to schools does have an impact on Titan but only in so much that they make for a very saturated marketplace. Titan continues to adapt to the local environment by working closely with our members. We demonstrate impact and value that genuinely supports our member institutions meaning we maintain growth and the ability to thrive.

The Future of Titan – Strategy for 2020/21 and beyond

Titan's strategy remains evolving in order to meet the changing needs of the education sector in Birmingham. It aims to develop and deliver a more customer focused approach to ensure value for money, benefit, and impact for members. Titan is also working much more intensively with the local business community to address the local skills gap agenda. This work is significantly raising Titan's profile with businesses across the city. Titan will continue to work closely with the Local Authority, Greater Birmingham Chamber of Commerce, West Midlands Combined Authority, DWP, community groups and other organisations with aligned values and objectives.

In July 2021 the Titan Executive Committee approved an ambitious five-year growth plan. To grow the charity and therefore the service and support to members and stakeholders, greater capacity and capability will be built into the organisational structure. Whilst Covid-19 has posed unprecedented challenges, the impact of which is still being felt across all sectors, Titan continues to thrive because of robust financial controls and a membership offer that it of real benefit and value to our network. Titan is a resilient and agile organisation that is able to continually flex to the needs of the local education environment.

.....

Paul Doddridge
Trustee
7 December 2021

TRUSTEES' RESPONSIBILITIES STATEMENT FOR THE YEAR ENDED 31 JULY 2021

The Trustees (who are also directors of Titan Partnership Limited for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and theh apply them consistently;
- observe the methods and principles of the Charities SORP 2019;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware, and
- that trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any information needed by the charitable company's auditor in connection with preparing its report and to establish that the charitable company's auditor is aware of that information.

This report was approved by the trustees on 7 December 2021

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Paul Doddridge
Trustee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2021

Opinion

We have audited the financial statements of Titan Partnership Limited (the charitable company) for the year ended 31 July 2021 which comprise Statement of Financial Activities, the Balance Sheet and the Statement of Cash Flows and notes to the financial statement, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice) and the Charities SORP 2019.

In our opinion the financial statements:

- give a true and fair view of the state of the Titan Partnership Limited's affairs as at 31 July 2021 and of its incoming resources and application of resources, including 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 and the Charities SORP 2019.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2021 (Cont'd)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the financial statements. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material
We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (Incorporating the Strategic Report, and the Trustees Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 15, the trustees 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 Titan Partnership Limited'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.

(A company limited by guarantee)

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2021 (Cont'd)

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of Titan Partnership Limited and the industry in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the acts by Titan Partnership Limited, which were contrary to applicable laws and regulations including fraud, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and Charities SORP 2019. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to inflated revenue and Titan Partnership Limited's net income for the year.

Audit procedures performed included: review of the financial statement disclosures to underlying supporting documentation, review of correspondence with and reports to the regulators, including correspondence with the Education and Skills Funding Agency review of correspondence with legal advisors, enquiries of management and review of internal audit reports in so far as they related to the financial statements, and testing of journals and evaluating whether there was evidence of bias by the trustees that represented a risk of material misstatement due to fraud.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF TITAN PARTNERSHIP LIMITED FOR THE YEAR ENDED 31 JULY 2021 (Cont'd)

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the academy trust's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the academy trust's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the academy trust to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Use of our report

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

.....

Malcolm Winston
Senior Statutory Auditor
UHY Hacker Young (Birmingham) LLP, Statutory Auditor
9-11 Vittoria Street
Birmingham
B1 3ND

7 December 2021

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JULY 2021

(Incorporating the Income and Expenditure Account)

	Note	Restricted Funds £	Unrestricted Funds £	Total 2021 £	Total 16mths 01.04.2019 to 31.07.2020 £
Income and endownments from:					
Donations and legacies	2	90,794	44,330	**135,124**	**17,909**
Charitable activities	3 & 19	390,583	564,336	**954,919**	**872,072**
Investment income	4	-	346	**346**	**330**
Transfer in of LGPS pension surplus	20	3,000	-	**3,000**	**-**
Total income and endownments		**484,377**	**609,012**	**1,093,389**	**890,311**
Expenditure on:					
Charitable activities	5 & 19	519,202	531,398	**1,050,600**	**1,014,822**
Total expenditure		**519,202**	**531,398**	**1,050,600**	**1,014,822**
Net income/(expenditure)		**(34,825)**	**77,614**	**42,789**	**(124,511)**
Transfers between Funds	13	822	(822)	**-**	**-**
		(34,003)	**76,792**	**42,789**	**(124,511)**
Other recognised gains and losses					
Net gains on investments	10	-	15,486	**15,486**	**26,587**
Actuarial gain on defined benefit pension schemes	13	6,000	-	**6,000**	**-**
Net movement in funds		**(28,003)**	**92,278**	**64,275**	**(97,924)**
Reconciliation of funds:					
Total funds brought forward	13	38,796	690,951	**729,747**	**827,671**
Total funds carried forward	13	**10,793**	**783,229**	**794,022**	**729,747**

The notes on pages 20 to 37 form part of these financial statements.

BALANCE SHEET AS AT 31 JULY 2021

	Note	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	9		-		-
Investments	10		281,066		265,580
			281,066		**265,580**
Current assets					
Debtors	11	44,655		93,157	
Cash at bank and in hand		851,630		782,901	
		896,285		**876,058**	
Creditors: amounts falling due within one year	12	**(389,329)**		**(411,891)**	
Net current assets			**506,956**		**464,167**
			788,022		**729,747**
Defined Benefit Pension Scheme Asset			**6,000**		-
Net assets			**794,022**		**729,747**
Charity Funds					
Restricted funds	13		4,793		38,796
Pension reserve	13		6,000		-
Unrestricted funds	13		783,229		690,951
Total funds			**794,022**		**729,747**

The company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 7 December 2021 and signed on their behalf, by:

.....

Paul Doddridge
Trustee

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 JULY 2021

	Note	Total 2021 £	Total 16mths 01.04.2019 to 31.07.2020 £
Cash flows from operating activities			
Net cash provided by operating activities	15	**68,729**	**213,522**
Cash flows from investing activities:			
Proceeds from sale of investments		-	-
Net cash provided by investing activities		-	-
Change in cash and cash equivalents in the year		**68,729**	**213,522**
Cash and cash equivalents brought forward		**782,901**	**569,379**
Cash and cash equivalents carried forward	16	**851,630**	**782,901**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021

1 Accounting Policies

1.1 General information

Titan Partnership Limited is a charitable company limited by guarantee and registered with Companies House and the Charity Commission in England and Wales. It operates from its registered office of 75 Harborne Road, Birmingham 815 3DH. The principal activity is the advancement of education through its network.

1.2 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charitles preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Titan Partnership Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.3 Company status

The company is a company limited by guarantee. The members of the company are the Trustees named on page 2. In the event of the company being wound up, the liability in respect of the guarantee is limited to £10 per member of the company.

1.4 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the company and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1.5 Income

All income is recognised once the company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021 (cont'd)

1 Accounting Policies (cont'd)

1.6 Expenditure

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

Support costs are those costs incurred directly in support of expenditure on the objects of the company and include project management carried out at Headquarters.

1.7 Tangible fixed assets and depreciation

All fixed assets costing more than £1,000 are capitalised.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Fixtures and fittings - 25% straight line

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'net gains on investment' in the statement of financial activities incorporating income and expenditure account.

1.9 Operating leases

Rentals under operating leases are charged to the statement of financial activities incorporating income and expenditure account on a straight line basis over the lease term.

1.10 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at rates of exchange ruling at the balance sheet date.

Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the statement of financial activities incorporating income and expenditure account.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021 (cont'd)

1 Accounting Policies (cont'd)

1.11 **Interest receivable**

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

1.12 **Pensions**

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

One employee is a member of the West Midlands Metropolitan Authorities Pension Fund, a multi-employer defined benefit scheme where the underlying assets and liabilities are separately identifiable. As the figures are not material to the financial statements no adjustment has been made.

Pension costs for seconded staff are recognised when charged by the schools in question.

1.13 **Debtors**

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

1.14 **Cash at Bank and in hand**

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.15 **Liabilities and provisions**

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.16 **Liabilities and provisions**

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

1.17 **Critical accounting estimates and areas of judgment**

Estimates and judgments 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.

Critical accounting estimates and assumptions relate to the fair value of investments. These are based on the listed market value which could cause a material adjustment to the carrying value of the assets in the next financial year.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021 (cont'd)

2 Income from donation and legacies

	Restricted Funds 2021	Unrestricted Funds 2021	Total 2021	Total 16mths 01.04.2019 to 31.07.2020
	£	£	£	£
Donations	**90,794**	**44,330**	**135,124**	**17,909**

Of the income from donations and capital grants received in year, £90,704 (2020: £Nil) was restricted and £44,330 (2020: £17,909) was unrestricted.

3 Income from charitable activities

	Restricted Funds 2021	Unrestricted Funds 2021	Total 2021	Total 16mths 01.04.2019 to 31.07.2020
	£	£	£	£
Initial teacher training	-	284,427	284,427	**383,124**
CPD and training	-	4,350	4,350	**9,170**
Funded project income	390,583	-	390,583	**194,915**
Membership and services	-	273,562	273,562	**275,518**
Other Income	-	1,997	1,997	**9,345**
	390,583	**564,336**	**954,919**	**872,072**

The income from charitable activities from the charitable company for 2021 was £976,125 (16 months ended 31 July 2020 £872,072) of which £390,583 (2020: £209,752) was restricted and £585,542 (2020: £662,320) unrestricted.

Included in funded project income is £Nil (2020: £11,137) of project funding from the European Union and £Nil (2020: £Nil) of project funding from the Arts Council of England.

Included in other income is coronavirus job retention scheme grant of £Nil (2020 £4,966).

All terms and conditions of government funding have been met.

4 Investment Income

	Restricted Funds 2021	Unrestricted Funds 2021	Total 2021	Total 16mths 01.04.2019 to 31.07.2020
	£	£	£	£
Bank interest receivable	-	346	346	**330**
	-	**346**	**346**	**330**

The investment income from the charitable company for the 31 July 2021 was £346 (16 months ended 31 July 2020 £330) of which £Nil (2020: £Nil) was restricted and £346 (2020: £330) unrestricted.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021 (cont'd)

5 Analysis of expenditure by activities

	Activities undertaken directly 2021	Support Costs 2021	Total 2021	Total 16mths 01.04.2019 to 31.07.2020
	£	£	£	£
Initial teacher training	86,481	158,131	244,612	**346,175**
CPD and training	6,957	25,045	32,002	**59,130**
Funded projects/grants costs	516,202	27,559	543,761	**327,585**
Skills, employablity and careers	-	50,780	50,780	**51,884**
Membership and services	41,084	138,361	179,445	**230,048**
Total 2021	**650,724**	**399,876**	**1,050,600**	**1,014,822**
Total 2020	**365,450**	**649,372**		**1,014,822**

6 Support costs

	Initial teacher training	CPD and training	Funded projects	Skills, employability and careers
	£	£	£	£
Office overheads	8,143	166	1,495	166
Office consumables	17,910	2,360	21,239	2,360
Auditor's remuneration	3,654			
Wages and salaries	25,512	18,389	3,940	39,405
National insurance	95,687	2,355	505	5,046
Pension cost	7,225	1,775	380	3,803
	158,131	**25,045**	**27,559**	**50,780**
Total 2020	**245,584**	**45,111**	**111,880**	**51,884**

	Membership and services	Total 2021	Total 16mths 01.04.2019 to 31.07.2020
	£	£	£
Office overheads	2,935	12,905	**24,252**
Office consumables	41,695	85,564	**101,321**
Auditor's remuneration	5,481	9,135	**5,765**
Wages and salaries	69,616	156,862	**436,417**
National insurance	8,915	112,508	**45,967**
Pension cost	9,719	22,902	**35,650**
	138,361	**399,876**	**649,372**
Total 2020	**194,913**		**649,372**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021 (cont'd)

7 Staff costs

Staff costs were as follows:	Total 2021	Total 16mths 01.04.2019 to 31.07.2020
	£	£
Wages and salaries	344,922	473,216
Social security costs	35,370	46,467
Pension costs	26,729	36,405
	407,021	556,088

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

	Total 2021	16mths 01.04.2019 to 31.07.2020
	No	No
	11	12

The number of higher paid employees was:

In the band £70,001 - £80,000	1	-
In the band £100,001 - £110,000	-	1

Key management personnel comprise the Chief Executive Officer, Director of ITT and the Finance and Operations Manager. The total employee benefits (including employer pension contributions and employer national insurance) paid to key management personnel was £216,521, (2020: £296,746).

Staff on secondment

There are no individuals (2020: one) included within staff costs and staff numbers who are on long term secondment from a partner school. This includes pension costs of £Nil (2020: £8,645).

Pensions

The pension cost for those employees in the West Midlands Metropolitan Authorities Pension is assessed in accordance with the advice of a qualified actuary using the projected unit method. This scheme is subject to a triennial review with the most recent one being available at 31 March 2016.

The pension contributions paid in the year were £3,713 (2020: £4,996).

Pension contributions paid in the year to defined contribution schemes were £20,597 (2020: £22,764).

8 Net income/(expenditure)

This is stated after charging:	Total 2021	Total 16mths 01.04.2019 to 31.07.2020
	£	£
Auditor's remuneration - audit	5,900	6,930
Auditor's remuneration - other services	2,095	2,280

During the year, no Trustees received any remuneration or reimbursed expenses (2020 - £NIL).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021 (cont'd)

9 Tangible fixed assets

	Fixture and Fittings £
Cost	
At 1 August 2020 and 31 July 2021	8,160
Depreciation	
At 31 August 2020 and 31 July 2021	8,160
Net book value	
At 31 July 2021	-
At 31 July 2020	-

10 Fixed asset investments

	Total £
Market value/cost	
At 31 July 2020	265,580
Amount written off	-
Revaluations	15,486
At 31 July 2021	281,066

11 Debtors

	2021 £	2020 £
Trade debtors	26,340	33,933
Other debtors	1,127	-
Prepayments and accrued income	17,188	59,224
	44,655	93,157

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021 (cont'd)

12 **Creditors:** Amounts falling due within one year

	2021	2020
	£	£
Trade creditors	231	13,077
Other taxation and social security	56,789	47,981
Other creditors	65,977	56,297
Accruals and deferred income	266,332	294,536
	389,329	411,891

Deferred income	2021	2020
	£	£
Deferred income at 31 July 2020	193,693	30,388
Resources deferred during the year	150,291	193,693
Amounts released from previous years	(193,693)	(30,388)
Deferred income at 31 July 2021	150,291	193,693

13 **Statement of funds**

	Balance at 1 August 2020	Incoming Resources	Resources Expended	Transfer in/out	Gains/ (Losses)	Balance at 31 July 2021
	£	£	£	£	£	£
Unrestricted funds						
General funds	690,951	609,012	(531,398)	(822)	15,486	783,229
Restricted funds						
European funding	6,643	14,198	(20,841)	-	-	-
Computers for children	-	90,794	(91,616)	822	-	-
Developing Local Provision	-	4,456	(4,456)	-	-	-
Gangs and Violence Fund	4,793	-	-	-	-	4,793
3Ms	4,689	2,000	(6,689)	-	-	-
YEF - CRC	22,671	369,929	(392,600)	-	-	-
Vinci Foundation	-	-	-	-	-	-
Total restricted funds	38,796	481,377	(516,202)	822	-	4,793
Restricted Pension Fund						
Pension Reserve	-	-	(3,000)	3,000	6,000	6,000
Total funds	729,747	1,090,389	(1,050,600)	3,000	21,486	794,022

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021 (cont'd)

13 Statement of funds (cont'd)

Restricted funds

The ITT funds are to be applied for teacher training programmes in accordance with the funder terms.

The Inclusion and Opportunity funds are residual balances of funding which is to be used to continue to support activities focussed on delivering inclusion and opportunity within schools.

Independent funds are held in relation to specific individual schools.

European funding amounts are to be applied for specific projects funded by the European Union in accordance with the specifications of the particular project.

Computers for children funding amounts are funds are donations of computers and funding for the purchase of computers, which are to be donated to children.

Statement of funds - prior year

	Balance at 1 April 2019 £	As Restated Incoming Resources £	As Restated Resources Expended £	Transfer in/out £	Gains/ (Losses) £	Balance at 31 July 2020 £
Unrestricted funds						
General funds	**671,042**	680,559	(687,237)	-	26,587	**690,951**
Restricted funds						
European funding	-	12,178	(5,535)	-	-	**6,643**
Inclusion and opportunity	**79,538**	-	(79,538)	-	-	-
Independent	**39,738**	-	(39,738)	-	-	-
ITT	-	14,837	(14,837)	-	-	-
Caring & participating projec	**9,643**	-	(9,643)	-	-	-
All kinds of everything proje	**11,710**	-	(11,710)	-	-	-
STEM careers workshop	**16,000**	-	(16,000)	-	-	-
Gangs and Violence Fund	-	20,130	(15,337)	-	-	**4,793**
3Ms	-	20,333	(15,644)	-	-	**4,689**
YEF - CRC	-	138,074	(115,403)	-	-	**22,671**
Vinci Foundation	-	4,200	(4,200)	-	-	-
Total restricted funds	**156,629**	**209,752**	**(327,585)**	-	-	**38,796**
Total funds	**827,671**	**890,311**	**(1,014,822)**	-	**26,587**	**729,747**

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021 (cont'd)

14 Analysis of net assets between funds

Fund balances at 31 July 2021 are represented by:

	Restricted Funds	Restricted Pension Funds	Unrestricted Funds	Total
	£	£	£	£
Fixed asset investments	-	-	281,066	281,066
Current assets	4,793	-	891,492	896,285
Creditors due within one year	-	-	(389,329)	(389,329)
Defined benefit pension scheme		6,000		6,000
	4,793	**6,000**	**783,229**	**794,022**

Comparative information in respect of the preceeding period is as follows:

Fund balances at 31 July 2020 are represented by:

	Restricted Funds	Unrestricted Funds	Total
	£	£	£
Fixed asset investments	-	265,580	**265,580**
Current assets	38,796	837,262	**876,058**
Creditors due within one year	-	(411,891)	**(411,891)**
	38,796	**690,951**	**729,747**

15 Reconciliation of net movement in funds to net cash flow from operating activities

	2021	2020
	£	£
Net income/(expenditure) for the year (as per Statement of Financial Activities)	**42,789**	**(124,511)**
Adjustment for:		
Decrease in debtors	**48,502**	**115,444**
(Decrease)/increase in creditors	**(22,562)**	**222,589**
Net cash provided by operating activities	**68,729**	**213,522**

16 Analysis of cash and cash equivalents

Cash in hand	**851,630**	**782,901**
Total	**851,630**	**782,901**

17 AGENCY ARRANGEMENTS

The partnership distributes ITT bursary funds to trainee teachers as an agent for the DfE. In the period 1 August 2020 to 31 July 2021, the partnership received £419,800 (2020 : £339,600) and disbursed £386,920 (2020: £316,400) from the fund. An amount of £15,080 is included in other creditors relating to £32,880 owed for 2020/21 and £17,800 which is owed from the DfE for 2018/19.

During the year ended 31 July 2021 the charity received donations to buy laptops which were to be donated to schools for children to use during the Covid-19 crisis, totalling £90,794, (2020: £Nil). In addition to this a further £821 was transferred from unrstricted funds to purchase laptops. Total expenditure for the disbursment of these laptops totalled £91,615. There was £Nil, (2020: £Nil) outstanding at 31 July 2021

18 Related party transactions

Owing to the nature of the company's operations, the board of trustees are drawn from the membership of the company and transactions do therefore take place with organisations in which the trustees have an interest. All such transactions are conducted on the same basis as other members of the company.

During the year one staff from one member school carried out specific activities on behalf of Titan in order to benefit from their expertise. In accordance with internal policies relating to conflicts of interest both roles were recruited with absolute transparency and advertised to ensure that the opportunity and recruitment process was managed in an equitable manner. The Outreach support role for Sharing Panel provision is seconded from St George's Academy.

Angelesey Primary School, an academy in which Paul Doddridge (Chair) is a Trustee. Titan Partnership received membership fees totalling £2,400, (2020: £2,000) from Angelesey Primary School during the year and fees for mental health first aid services of £576, (2020: £Nil). £Nil (2020: £Nil) was due from Angelesey Primary School at 31 July 2021 in respect to these fees.

Aston University, a university in which Sapreena Kumari (Trustee) is a Trustee. Titan Partnership received membership fees totalling £Nil, (2020: £4,500) from Aston University during the year. £Nil, (2020: £Nil) was due from Aston University at 31 July 2021 in respect to these fees.

Aston University Engineering Academy, an academy in which Daniel Locke-Wheaton (Trustee) is a Trustee. Titan Partnership received membership fees totalling £5,400, (2020: £4,500) from Aston University Engineering Academy during the year and sharing panel fees totalling £2,446, (2020: £Nil). £Nil (2020: £Nil) was due from Aston University Engineering Academy at 31 July 2021 in respect to these fees.

South & City College, a college in which Jacqueline Maher (Trustee) is a Trustee. Titan Partnership received membership fees totalling £Nil, (2020: £4,500) from South & City College during the year. £Nil (2020: £4,500) was due from South & City College at 31 July 2021 in respect to these fees.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021 (cont'd)

18 Related party transactions (cont'd)

Hamstead Hall Academy, an academy in which Jonathan Mortimer (Trustee) is a Trustee. Titan Partnership received membership fees totalling £8,400, (2020: £7,000) from Hamstead Hall Academy during the year, sharing panel fees totalling £7,880, (2020: £Nil) and staff recharges totalling £192, (2020: £Nil). £Nil (2020: £Nil) was due from Hamstead Hall Academy at 31 July 2021 in respect to these fees.

King Edwards VI Aston Trust, an academy in which Colin Parker (Trustee - resigned 1 September 2019) is a Trustee. Titan Partnership received membership fees totalling £Nil, (2020: £6,000) from King Edwards VI Aston Trust during the year. £Nil (2020: £Nil) was due from King Edwards VI Aston Trust at 31 July 2021 in respect to these fees.

Handsworth Wood Girls Academy, an academy in which Nicola Walters (Trustee - resigned 1 September 2019) is a Trustee. Titan Partnership received membership fees totalling £Nil, (2020: £6,000) from King Edwards VI Aston Trust during the year. £Nil (2020: £Nil) was due from King Edwards VI Aston Trust at 31 July 2021 in respect to these fees.

Titan Education Trust, a multi academy trust in which Nicola Hutchison (Trustee) is a Trustee. Titan Partnership received membership fees totalling £2,400, (2020: £4,000), admin fees totalling £3,111 (2020: £3,510) and Sage Support £1,393 (2020: £813) from Titan Education Trust during the year. £Nil (2020: £Nil) was due from Titan Education Trust at 31 July 2021 in respect to these fees. Titan Partnership paid sharing panel costs of £8,534 to Titan Education Trust during the year

19 PRIOR YEAR ADJUSTMENT

The partnership distributes ITT bursary funds to trainee teachers as an agent for the DfE. Payments received from the DfE and subsequent disbursements to trainee teachers should be excluded from the statement of financial activities as the charity does not have control over the charitable application of the funds. A prior year adjustment has been made to remove £157,363 from both income and expenditure with no change to the prior year reserves brought forward. Details of this arrangement is provided in note 17.

20 PENSION AND SIMILAR OBLIGATIONS

The Charity's employees belong to two principal pension schemes: the Royal London Pension Scheme and the Local Government Pension Scheme (LGPS) for which is managed by the West Midlands Pension Fund. Both are defined multl employer benefit schemes.

The total LGPS pension cost to Titan Partnership Limited during the year ended 31 August 2021 was £4.000.

The pension costs are assessed in accordance with the advice of independent qualified actuaries. The latest actuarial valuation of the LGPS 31 March 2019.

There were no outstanding or prepaid contributions at either the beginning or the end of the financial year.

The LGPS is a funded defined benefit scheme, with the assets held in a separate trustee administered funds. The total contributions made for the year ended 31 August 2021 were £4,000 of which employers contributions totalled £2,000 and employees contributions totalled £2,000 (2020: N/A). The agreed contributions for future years are 19.8% for employers and an average contribution rate 5.87% for employees.

Principal Actuarial Assumptions

The major assumptions used by the actuary were:	At 31 July 2021
	% per
Discount rate	1.60%
Salary increases	3.75%
Pension increase	2.75%

Sensitivity analysis for the principal assumptions used to measure the scheme liabilities were as follows:	At 31 July 2021
	£'000
Discount rate increased by 0.1% per annum	225
Adjustment to pension increases and deferred revaluation +0.1%	243
Life expectancy at retirement increased by 1 year	243

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JULY 2021 (cont'd)

20 PENSION AND SIMILAR OBLIGATIONS (cont'd)

Local Government Pension Scheme (cont'd)

The current mortality assumptions include sufficient allowance for future improvements in mortality rates. The assumed life expectations on retirement age 65 are:

	At 31 July 2021
Longevity at age 65 retiring today	years
- Men	21.6
- Women	24.0
Longevity at age 65 retiring in 20 years	
- Men	23.4
- Women	25.8

The Academy's share of the assets in the scheme were:

	Fair value At 31 July 2021 £'000
Equity instruments	145
Debt instruments	20
Property	17
Cash	9
Other	49
Total market value of assets	240
Present value of scheme liabilities	
- Funded	(240)
- Unfunded	234
Total liabilities	(240)
Surplus in the scheme	(6)

The actual return on the scheme assets in the year was £31,000.

Amounts recognised in the Statement of Financial Activities	2021 £'000
Current service cost	7
Interest income	(3)
Interest cost	3
Administration costs	-
Total operating charge	7

Changes in surplus during the year	2021 £'000
Balance at 1 August 2020	-
Transfer in of pension surplus	(3)
Movement in year:	
- Employer service cost (net of employee contributions)	7
- Employer contributions	(4)
- Expected return on scheme assets	(3)
- Interest cost	3
- Actuarial gain	(6)
Surplus in the scheme at 31 July 2021	(6)

20 PENSION AND SIMILAR OBLIGATIONS (cont'd)

Changes in the present value of defined benefit obligations were as follows:	2021 £'000
Balance at 1 August 2020	-
Transfer in of pension liabilities	199
Current service cost	5
Past service cost	2
Interest cost	3
Contributions by scheme participants	-
Benefits paid	-
Actuarial loss	25
Scheme liabilities at 31 July 2021	234

Changes in the fair value of academy's share of scheme assets:	2021 £'000
Balance at 1 August 2020	-
Transfer in of pension assets	202
Expected return on scheme assets	3
Actuarial gain	31
Contributions by employer	4
Benefits paid	-
Administration expenses	-
Contributions by scheme participants	-
Fair value of scheme assets at 31 July 2021	240

The estimated value of employer contributions for the year ended 31 July 2022 is £4,000.