

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

TITAN PARTNERSHIP LIMITED	1
(A company limited by guarantee)	

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(A company limited by guarantee)

**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 Kearney-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 Plc 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

TRUSTEES' REPORT FOR THE YEAR ENDED 31 JULY 2022 (cont'd)**• 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 | 5) Skills, Employability & Careers |
| 2) Initial Teacher Training | 6) Sponsorship & Fundraising |
| 3) Funded Projects/Grants | 7) Management Fees / Other income sources |
| 4) CPD & Training | |

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 involvement 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, Torgate 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.

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


.....
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 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 11 January 2023



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.

(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)

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

11 January 2023

TITAN PARTNERSHIP LIMITED

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(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 endowments		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

(A company limited by guarantee)

BALANCE SHEET AS AT 31 JULY 2022

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

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

The notes on pages 21 to 37 form part of these financial statements.

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	<u>107,967</u>	<u>68,729</u>
Cash flows from investing activities:			
Proceeds from sale of investments		<u>-</u>	<u>-</u>
Net cash provided by investing activities		<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the year		107,967	68,729
Cash and cash equivalents brought forward		<u>851,630</u>	<u>782,901</u>
Cash and cash equivalents carried forward	16	<u><u>959,597</u></u>	<u><u>851,630</u></u>

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 B15 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.

(A company limited by guarantee)

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 support 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 support 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 No	Total 2021 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
	<u>514,345</u>	<u>389,329</u>
	2022	2021
	£	£
Deferred income		
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	<u>210,762</u>	<u>150,291</u>

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	<u>4,793</u>	<u>490,665</u>	<u>(495,262)</u>	<u>-</u>	<u>-</u>	<u>196</u>
Restricted Pension Fund						
Pension Reserve	6,000	-	-	-	-	6,000
Total funds	<u>794,022</u>	<u>1,029,601</u>	<u>(1,055,375)</u>	<u>-</u>	<u>(15,699)</u>	<u>752,549</u>

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 project	4,689	2,000	(6,689)	-	-	-
All kinds of everything project	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
	<u>196</u>	<u>6,000</u>	<u>746,353</u>	<u>752,549</u>

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
	<u>4,793</u>	<u>6,000</u>	<u>783,229</u>	<u>794,022</u>

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	<u>107,967</u>	<u>68,729</u>

16 Analysis of cash and cash equivalents

Cash in hand	959,597	851,630
Total	<u>959,597</u>	<u>851,630</u>

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 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 unrestricted funds to purchase laptops. Total expenditure for the disbursement 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 totalling £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

(A company limited by guarantee)

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	21.6
- Men	24.0
- Women	
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

(A company limited by guarantee)

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

19 PENSION AND SIMILAR OBLIGATIONS (cont'd)

	2022	2021
	£'000	£'000
Changes in surplus during the year		
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	2021
	£'000	£'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	2021
	£'000	£'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).