

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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(A company limited by guarantee)

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 Kearney-Bambridge Anne-Maire Mason Jaspal Rohel (Resigned 30 November 2023) Jonathan Mortimer Alex Lofthouse (Appointed 1 September 2023) Joanne Tyler (Appointed 1 September 2023) 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.

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

- **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.

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

- 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.

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

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

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

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

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

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

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

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



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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 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 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.

(A company limited by guarantee)

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.

.....
Malcolm Winston, Senior Statutory Auditor

UHY Hacker Young (Birmingham) LLP, Statutory Auditor

9-11 Vittoria Street, Birmingham, B1 3ND

16 January 2024

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 endowments 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 endowments | | 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 |

(A company limited by guarantee)

BALANCE SHEET AS AT 31 JULY 2023

| | | | 2023 | 2022 |
|---|------|------------------|------------------|----------------|
| | Note | £ | £ | £ |
| Fixed assets | | | | |
| 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

The notes on pages 23 to 36 form part of these financial statements.

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 | <u>(370,014)</u> | <u>107,967</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 | | (370,014) | 107,967 |
| Cash and cash equivalents brought forward | | <u>959,597</u> | <u>851,630</u> |
| Cash and cash equivalents carried forward | 16 | <u><u>589,583</u></u> | <u><u>959,597</u></u> |

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 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 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.

(A company limited by guarantee)

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.

(A company limited by guarantee)

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 support 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 support 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

| | Total 2023 | Total 2022 |
|------------------------------|----------------|----------------|
| | £ | £ |
| Staff costs were as follows: | | |
| 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 | Total 2022 |
|--|---------------|---------------|
| | No | 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 Scheme (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 |
| | | |
| | 2023 | 2022 |
| | £ | £ |
| Deferred income | | |
| 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) | - | - |
| 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 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).

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

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 Scheme 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 % per annum | At 31 July 2022 % 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 |

(A company limited by guarantee)

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 |
|--|--------------------|--------------------|
| | years | years |
| Longevity at age 65 retiring today | | |
| - 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).