SKILLS AND EDUCATION GROUP AWARDS LIMITED

England & Wales · Charity number 1086947

Details

Other names	ABC AWARDS
Status	Registered
Legal form	Charitable company
Company number	04117784
Registered	2001-06-07
Register	View on the Charity Commission register

Contact

Address	Robins Wood House Robins Wood Road Robins Wood Road Aspley Aspley Nottingh
Phone	0115 854 1620
Email	customersupport@skillsedugroup.co.uk
Website	https://skillsandeducationgroupawards.co.uk/

Activities

Objects: THE ADVANCEMENT OF THE EDUCATION AND TRAINING OF YOUNG PERSONS AND ADULTS

Activities: The provision of qualifications to individuals through education and training providers

Classification

- **How:** Provides Services
- **What:** Education/training
- **Who:** The General Public/mankind

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Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£3,038,574	£2,589,825	£2,134,217	0
2024-08-31	£2,903,268	£2,764,711	£1,685,468	0
2023-08-31	£1,996,764	£2,146,432	£1,546,911	0
2022-08-31	£1,900,760	£1,874,755	£1,696,579	0
2021-08-31	£1,881,515	£1,582,896	£1,670,574	0
2020-08-31	£1,630,318	£1,523,268	£1,371,955	0

Trustees

Name	Role	Appointed
Anthony Blackman		2026-01-01
Daphne Saxelby		2022-04-26
Jeremy Scorer		2002-04-26
Mark Russell Holden		2022-04-26
Stewart Michael Segal		2022-07-05

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SKILLS AND EDUCATION GROUP AWARDS LIMITED

England & Wales - Charity number 1086947

Accounts

Registered number: 04117784
Charity number: 1086947

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2025

SKILLS AND EDUCATION GROUP AWARDS
(A company limited by guarantee)

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SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2025

Trustees	G Clipson MBE (resigned 31 January 2025) M Holden S James (resigned 18 October 2024) D Saxelby J Scorer S Segal E Temple (resigned 14 February 2025) A Traynor (resigned 31 January 2025) Skills and Education Group A Blackman, Chair (appointed 16 October 2025)
Company registered number	04117784
Charity registered number	1086947
Registered office	Robins Wood House Robins Wood Road Nottingham Nottinghamshire NG8 3NH
Company secretary	A De'Ath (resigned 17 July 2025) S Nouman (appointed 26 March 2025)
Chief executive officer	Y Y Mellor (resigned 28 February 2026 – Interim Chief Executive Officer) E Beal (appointed 12 January 2026)
Independent auditors	Streets Audit LLP Tower House Lucy Tower Street Lincoln LN1 1XW
Bankers	Natwest 536 Valley Road Nottingham NG5 1FL

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees present their annual report together with the audited financial statements of the Charity for the year 1 September 2024 to 31 August 2025. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The Charity provides a range of services in furtherance of its charitable objective to support “the advancement of skills and education to improve the lives of individuals”. These services include:

- awarding and assessment services and qualifications regulated by CCEA (Northern Ireland), Ofqual, Qualification Wales and SQA (Scotland) on a national and international level
- awarding and assessment services for non-regulated skills and education programmes on a national and international level
- delivering end-point-assessment (EPA) services approved and regulated by the Institute for Apprenticeships and Technical Education (IfATE) and Ofqual
- local, regional, and national stakeholder engagement to inform and support policy developments and implementation
- championing social mobility, by providing opportunities for individuals to upskill through access to industry endorsed qualifications and assessments.

The Charity’s strategic aims adopted in support of these objectives are identified by an annual strategic planning process culminating in “Ambition 2025” setting out the strategy and direction of the charity to August 2025. This is supported by an annual process which sets out clear strategic targets for in-year achievement. Plans are agreed and monitored by the Board of Trustees.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance: 'Public benefit: running a charity (PB2)'.

Achievements and performance

a. Main achievements of the Charity

The Charity is a leading national awarding organisation with a long-established reputation for providing high quality support and services to the education sector regulated by CCEA, Ofqual and Qualifications Wales. Furthermore, the Charity offers end-point assessment services regulated by the Institute for Apprenticeships and Technical Education (IfATE) and Ofqual.

The Charity's portfolio continues to offer a full range of qualifications across skills sectors. It continues to develop and expand upon its current portfolio with new qualifications added. New qualifications are developed in partnership with employers to ensure they meet industry needs and align to government reforms.

Aside from qualification delivery, the Charity continues to grow its end-point assessment portfolio.

b. Fundraising activities and income generation

The charity does not carry out any significant fundraising activities.

Financial review

a. Going concern

At the year end, in light of the charity's operational circumstances, the Trustees considered it necessary to undertake a detailed assessment as to whether the charity can continue to operate for the foreseeable future.

The past year presented significant challenges; however, following appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. As a result, the Trustees continue to adopt the going concern basis in preparing the financial statements. Further information on the adoption of the going concern basis is provided in the accounting policies.

This conclusion is supported by the following factors:

- During the year, under new leadership, a number of strategic operational and financial decisions have been taken to course-correct and stabilise the Group's activities;
- The organisation is well positioned, with a clear strategic plan in place to mitigate and navigate the challenges ahead;
- The charity will continue to be supported by its parent, Skills and Education Group, and its other subsidiary undertakings, should the need arise;
- The Trustees have reviewed the charity and the Group's financial position, including the level of reserves held, post year-end performance, and projected income and expenditure for a period of at least 12 months from the date of approval of these financial statements. Based on these forecasts, the Trustees are confident that the charity remains a going concern.

b. Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific purpose should be maintained at a level necessary to provide a contingency to support day-to-day business activities in the event of reduced income and provide a strategic fund to develop and grow the Charity. Trustees also wish to build reserves to fulfil a Group-wide objective to support social mobility.

In line with best practice guidance, Trustees review the reserves policy each year and confirm that this level of reserve has been maintained.

It is the Charity's policy to work to building and maintaining reserves to:

- support the short, medium and long-term objectives of the Charity
- re-invest any surplus funds to support, develop and expand the delivery of high-quality services
- re-invest any surplus funds to support activities that enable social mobility and provide a public benefit
- maintain sufficient reserves that are readily realisable to sustain operations as and when required
- cover deficits, when arising, from general reserves
- mitigate the risks of unforeseen challenges, emergencies or other unexpected requirement for funds
- maintain designated funds that recognise funds that are to be used for a specific purpose
- cover statutory obligations to close and wind-up the Charity's affairs in an orderly manner, when required.

Unrestricted funds at the end of the year were £2,134,217 (2024: £1,685,468) and free reserves which exclude fixed assets at the end of the year are £2,046,469 (2024: £1,539,658) which is in line with the reserves policy above.

In addition to this reserves policy, the trustees have set a reserves policy at group level covering all entities of the Skills and Education Group, with details on this policy available in the Skills and Education Group accounts. This is considered appropriate given the shared nature of operations and charitable activities, and charitable aims and objectives, across the Skills and Education Group.

c. Financial performance and position

The Charity remains in a financially healthy position and continues to meet its agreed financial targets. The Charity achieved a surplus to funds of £448,749 in the year (2024: £138,557).

Total income was £3,038,574 (2024: £2,903,268). Expenditure was £2,589,825 (2024: £2,764,711). Salaries and associated costs remain the primary cost to the Charity.

Total net assets at the year-end are £2,134,217 (2024: £1,685,468). All funds are unrestricted.

d. Principal risks and uncertainties

Trustees remain aware of the educational and political environment in which the Charity operates and recognise the challenges facing providers in the further education sector.

Key risks to the Charity are:

- A fast-changing political environment that has an impact on education policy and funding to support this
- Regulatory changes and a failure to respond to these in the way that is needed to ensure continuing compliance
- Failure to appropriately manage and store personal data leading to a data breach under the General Data Protections Regulations.

Trustees are satisfied that the systems and review processes are in place to mitigate and manage the risks. Strategic risks are managed and monitored through a risk register. The risk register is reviewed and updated by the Senior Leadership Team monthly and further reviewed by Trustees quarterly.

The risk register is rated on a weighted likelihood and impact scale based on Charity Commission Guidance.

Structure, governance and management

a. Constitution

The organisation is a charitable company limited by guarantee, incorporated on 30 November 2000.

The company was set-up under a Memorandum of Association which established the objectives and powers of the charitable company and is governed under its Articles of Association. The Articles were most recently revised in October 2018 and reflect current structural and governance requirements.

Skills and Education Group Awards is a controlled charity within the wider Skills and Education Group which includes:

- Skills and Education Group, the parent charitable company, limited by guarantee
  Company Number 02640936
  Charity Number 1004087

- Skills and Education Group Access (formerly Open College Network Yorkshire and Humber Region) a charitable company limited by guarantee:
  Company Number 03773914
  Charity Number 1088839

- BIIAB Qualifications Limited, a company limited by shares
  Company Number 10054831

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

There were five changes to the Board during the year:

- G Clipson MBE resigned 31 January 2025
- S James resigned 18 October 2024
- E Temple resigned 14 February 2025
- A Traynor resigned 31 January 2025
- A Blackman appointed 16 October 2025

Trustees are recruited in accordance with the Articles of Association (revised, adopted 16 October 2018) under Article 27 which covers appointments.

All newly appointed Trustees complete a skills audit to ensure a balance of skills, knowledge, and experiences to support the development of the Charity. Trustee recruitment reflects ongoing and future skills and knowledge needs.

c. Organisational structure and decision-making policies

The Board of Trustees meets four times a year. Trustees:

- support the Chief Executive and Senior Leadership Team (SLT) to determine the strategic direction of the Charity and review annual strategic plans, business plans and Key Performance Indicators.
- approve annual budgets, receive and review quarterly management accounts to monitor and challenge performance
- review and monitor the strategic risk register to ensure that the appropriate controls are in place to mitigate risks
- ensure that appropriate governance review mechanisms are in place and that performance is reviewed and that Charity Commission guidance is followed.

The Chairs and Chief Executive meets four times a year, which enables the Chairs to have a collective and strategic oversight of the Charity. The Chairs of the charities Skills and Education Group, Skills and Education Group Access are members of this Group.

The Group meets ahead of quarterly Board of Trustees meetings and provides a structure for the Chairs to review and monitor:

- the performance of the Chief Executive and the Senior Leadership Team
- financial performance for the Charity and take a holistic view of all entities within the Group structure
- performance against strategic and business plans the Charity and all other entities
- identify opportunities for growth and the approach that may be taken to progress these
- determine longer-term strategic direction to help shape plans and proposals for all Trustees to consider.

The Charity Chair is a Trustee of the Skills and Education Group, an appointment made under Article 20 of the Skills and Education Group Articles.

Day-to-day management of the Charity is delegated to the Chief Executive.

The Executive is supported by a Senior Leadership Team (SLT), who support the Chief Executive and Deputy Chief Executive with operational and strategic matters. The Senior Leadership Team meets on a weekly basis, with an extended monthly meeting which focuses on overall Group strategy, finance, and HR matters.

Structure, governance and management (continued)

A Senior Management Team (SMT) in addition to SLT meets monthly focusing on operational and departmental matters across the Group. The SMT is chaired by the Deputy Chief Executive and comprises of all SLT members, and Heads of services and functions from across the Skills and Education Group.

In addition to SMT, a monthly Scrutiny Group is held. This meeting is attended by the Executive and SLT and is used to formerly review regulatory needs across all awarding functions within the Group

d. Policies adopted for the induction and training of Trustees

Newly appointed Trustees receive an induction under the direction of the Chief Executive. This normally includes an introductory visit to Robins Wood House where there is an opportunity to meet with key staff to gain a detailed understanding of the Charity and the subsidiaries within this.

Trustees also complete a declaration of interest record and skills audit on appointment. Declarations are noted on the Register which is reviewed and updated on an annual basis. Trustees are also asked to state any interests at the start of each Board meeting.

e. Pay policy for key management personnel

Remuneration for the Chief Executive is determined by the Chairs of the Skills and Education Group and subsidiaries. The Chief Executive determines the remuneration for all staff, including the Senior Leadership Team.

All annual cost of living pay awards for staff are subject to recommendation to and approval of the Board of Trustees.

f. Financial risk management

The Trustees have assessed the major risks to which the Charity are exposed, those related to the operations and finances of the Charity and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Plans for future periods

Trustees continue to support “Ambition 2025”, challenging assumptions and using their skills and knowledge to define objectives and associated targets. Ambition 2025 is a strategic plan that articulates ten key priorities that will take the Charity forward. This redefined the Charity’s purpose, mission, and vision to reflect the expanded Group and the services that this now provides:

Purpose:

1. To support the development and delivery of further education and skills providers and their staff
2. Champion and support the social impact of the further education and skills sector
3. To develop and award industry relevant, high-quality qualifications, accreditations and end-point assessments
4. To be a national leader in Access to HE, awarding high quality Access to HE Diplomas that enable learners to progress into further study and/or employment.

Mission:
The advancement of skills and education to improve the lives of individuals.

Vision:
To provide high-quality services centred on collaboration, responsiveness, and diversity, supporting our members and customers to positively impact on the learners, communities, and sectors they serve to achieve their full potential, no matter what their age, background or ability.

The plans set annual key performance indicators in the context of a longer-term objectives:

- To see a growth in membership
- Increase the number of people participating in professional development events
- An increase in the uptake of grants to learners awarded through the Group’s Foundation
- Raise awareness of the charities work, through its Foundation, in widening participation and social mobility
- Grow the number of learners benefiting from a certificate form at least one of the charity’s awarding brands
- Grow the collective awarding share
- Ensure that a surplus is generated
- Ensure good staff engagement and satisfaction.

2024/25 has seen further progress towards achieving Ambition 2025. 2025/26 will build on these successes, and with the support of Trustees the Executive and Senior Leadership Team will work towards creating a new three-year strategy..

Members' liability

The Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2025

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity 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 Charity and of its incoming resources and application of resources, including its income and expenditure, 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Charity will continue in business.

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

Disclosure of information to auditors

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 charity's auditors are 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 relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by order of the members of the board of Trustees and signed on their behalf by:

.....
A Blackman
(Chair of Trustees)

Date: 30 April 2026

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS

Opinion

We have audited the financial statements of Skills and Education Group Awards (the 'charity') for the year ended 31 August 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS (CONTINUED)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- 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 our 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 in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS (CONTINUED)

Responsibilities of trustees

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

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

Auditors' 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 auditors' 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:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the company and sector in which it operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006; Charities Act 2011, taxation legislation, data protection, anti-bribery and employment legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

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

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk

increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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

Robert Anderson BSc FCA (senior statutory auditor)
for and on behalf of
Streets Audit LLP
Tower House
Lucy Tower Street
Lincoln
LN1 1XW

Date: 28 May 2026

SKILLS AND EDUCATION GROUP AWARDS
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2025

	Note	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Income from:				
Charitable activities	3	**3,031,072**	**3,031,072**	*2,896,068*
Investments	4	**173**	**173**	*2,488*
Other income	5	**7,329**	**7,329**	*4,712*
Total income		**3,038,574**	**3,038,574**	*2,903,268*
Expenditure on:				
Charitable activities	6	**2,589,825**	**2,589,825**	*2,764,711*
Total expenditure		**2,589,825**	**2,589,825**	*2,764,711*
Net movement in funds		**448,749**	**448,749**	*138,557*
Reconciliation of funds:				
Total funds brought forward		**1,685,468**	**1,685,468**	*1,546,911*
Net movement in funds		**448,749**	**448,749**	*138,557*
Total funds carried forward		**2,134,217**	**2,134,217**	*1,685,468*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 19 to 32 form part of these financial statements.

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)
REGISTERED NUMBER: 04117784

BALANCE SHEET
AS AT 31 AUGUST 2025

	Note		2025 £		*2024* *£*
Fixed assets					
Intangible assets	10		**83,806**		*137,968*
Tangible assets	11		**3,942**		*7,842*
			87,748		*145,810*
Current assets					
Stocks	12	**2,165**		*3,710*	
Debtors	13	**2,619,480**		*1,949,350*	
Cash at bank and in hand		**27,596**		*120,016*	
		2,649,241		*2,073,076*	
Current liabilities					
Creditors: amounts falling due within one year	14	**(602,772)**		*(533,418)*	
Net current assets			**2,046,469**		*1,539,658*
Total assets less current liabilities			**2,134,217**		*1,685,468*
Total net assets			**2,134,217**		*1,685,468*

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2025

	Note	2025 £	*2024 £*
Charity funds			
Restricted funds	15	**-**	-
Unrestricted funds	15	**2,134,217**	*1,685,468*
Total funds		**2,134,217**	*1,685,468*

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

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

.....
A Blackman
(Chair of Trustees)

Date: 30 April 2026

The notes on pages 19 to 32 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2025

	2025 £	*2024* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(74,477)**	*(279,748)*
Cash flows from investing activities		
Dividends, interests and rents from investments	**173**	*2,488*
Purchase of intangible assets	**(18,116)**	*(58,649)*
Purchase of tangible fixed assets	**-**	*(475)*
Net cash used in investing activities	**(17,943)**	**(56,636)**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**(92,420)**	**(336,384)**
Cash and cash equivalents at the beginning of the year	**120,016**	*456,400*
Cash and cash equivalents at the end of the year	**27,596**	*120,016*

The notes on pages 19 to 32 form part of these financial statements

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

1. General information

The Charity is a company limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. It's aim is the advancement of the education and training of young people and adults primarily through the provision of nationally recognised qualifications.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

Skills and Education Group Awards 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.

These financial statements are prepared in sterling, which is the functional currency of the entity.

2.2 Going concern

The financial statements have been prepared on a going concern basis. At the year end, the charity reported a surplus of £448,749. During the previous and current year, the charity experienced a significant operational challenge, which prompted the Trustees to undertake a detailed assessment of the charity's ability to continue operating for the foreseeable future, and for at least 12 months from the date of approval of the financial statements.

Following appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Although operational difficulties were encountered during the year, the reported surplus and the charity's continued positive trajectory since the year end provide assurance that the charity is financially resilient. Under new leadership, a number of strategic operational and financial decisions have been implemented to course-correct and strengthen the company's activities. The charity is well positioned, with access to sufficient resources and a clear strategic plan, to address and mitigate any future challenges.

The Trustees have also confirmed that the charity will continue to be supported by its parent, Skills and Education Group, and its other subsidiary undertakings, should the need arise. In forming their conclusion, the Trustees considered the wider Group's financial position, including available reserves, post year-end performance, and the projected income and expenditure for a period of at least 12 months from the date of approval of these financial statements. Based on these forecasts, which indicate a continuing surplus, the Trustees are confident in the charity's ongoing viability.

Accordingly, the Trustees continue to adopt the going concern basis in preparing the financial statements.

2. Accounting policies (continued)

2.3 Income

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

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 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.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Research and development

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the statement of financial activities.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2. Accounting policies (continued)

2.8 Intangible assets and amortisation

Intangible assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Development	-	20 % straight line
Website	-	25 % straight line
Software	-	20 % straight line

2.9 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment	-	20% straight line
Marketing equipment	-	20% straight line

2.10 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

2.11 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.

2.12 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.

2. Accounting policies (continued)

2.13 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 Charity 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.

2.14 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2.15 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 Charity and which have not been designated for other purposes.

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

3. Income from charitable activities

	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Learner recognition	3,031,072	**3,031,072**	*2,896,068*
Total 2024	*2,896,068*	*2,896,068*	

4. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Interest receivable	173	**173**	*2,488*
Total 2024	*2,488*	*2,488*	

5. Other incoming resources

	Unrestricted funds 2025 £	Total funds 2025 £	*Total funds 2024 £*
Admin fees and other income	7,329	**7,329**	*4,712*
Total 2024	*4,712*	*4,712*	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £	Total 2025 £	*Total 2024 £*
Learner recognition	2,589,825	**2,589,825**	*2,764,711*
Total 2024	*2,764,711*	*2,764,711*	

7. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £	*Total funds 2024 £*
Learner recognition	280,937	2,308,888	**2,589,825**	*2,764,711*
Total 2024	*371,259*	*2,393,452*	*2,764,711*	

Analysis of direct costs

	Learner recognition 2025 £	Total funds 2025 £	*Total funds 2024 £*
Moderator and examiner costs	248,287	**248,287**	*262,037*
Centre costs	11,537	**11,537**	*24,065*
Certificates	21,113	**21,113**	*85,157*
Total 2025	280,937	**280,937**	*371,259*
Total 2024	*371,259*	*371,259*	

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Learner recognition 2025 £	Total funds 2025 £	*Total funds 2024 £*
Depreciation and amortisation	47,155	**47,155**	*51,896*
Bad debt	(11,615)	**(11,615)**	*19,828*
Other staff costs	335,847	**335,847**	*273,852*
Qualification development	159,472	**159,472**	*72,214*
Administration	76,466	**76,466**	*92,091*
Communications and marketing	14,107	**14,107**	*117,336*
Donations	38,505	**38,505**	*58,399*
Premises	19,332	**19,332**	*25,427*
ICT costs	128,015	**128,015**	*189,527*
Professional fees	44,978	**44,978**	*161,395*
Bank charges	1,839	**1,839**	*2,093*
Irrecoverable VAT	10,153	**10,153**	*33,599*
Governance costs	3,935	**3,935**	*20,310*
Central recharges	1,440,699	**1,440,699**	*1,275,485*
	2,308,888	**2,308,888**	*2,393,452*
Total 2024	*2,393,452*	*2,393,452*	

8. Auditors' remuneration

The auditors' remuneration amounts to an auditor fee of £5,000 (*2024 - £5,000*).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2024 - £NIL)*.

During the year ended 31 August 2025, expenses totalling £NIL were reimbursed or paid directly to no Trustee *(2024 - £nil to* 6 *Trustee)*, in relation to travel and accomodation.

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

10. Intangible assets

	Developm't £	Bespoke software £	Website £	Total £
Cost				
At 1 September 2024	**105,725**	**39,710**	**135,094**	**280,529**
Additions	**-**	**-**	**18,116**	**18,116**
Disposals	**(42,667)**	**-**	**-**	**(42,667)**
At 31 August 2025	**63,058**	**39,710**	**153,210**	**255,978**
Amortisation				
At 1 September 2024	**16,164**	**15,174**	**111,223**	**142,561**
Charge for the year	**24,882**	**7,942**	**10,431**	**43,255**
On disposals	**(13,644)**	**-**	**-**	**(13,644)**
At 31 August 2025	**27,402**	**23,116**	**121,654**	**172,172**
Net book value				
At 31 August 2025	**35,656**	**16,594**	**31,556**	**83,806**
At 31 August 2024	*89,561*	*24,536*	*23,871*	*137,968*

11. Tangible fixed assets

	Marketing equipment £	Computer equipment £	Total £
Cost			
At 1 September 2024	**4,644**	**30,308**	**34,952**
At 31 August 2025	**4,644**	**30,308**	**34,952**
Depreciation			
At 1 September 2024	**4,644**	**22,466**	**27,110**
Charge for the year	**-**	**3,900**	**3,900**
At 31 August 2025	**4,644**	**26,366**	**31,010**
Net book value			
At 31 August 2025	**-**	**3,942**	**3,942**
At 31 August 2024	*-*	*7,842*	*7,842*

12. Stocks

	2025 £	*2024 £*
Finished goods and goods for resale	**2,165**	*3,710*

13. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	**470,900**	*363,317*
Amounts owed by group undertakings	**1,904,791**	*1,533,016*
Other debtors	**-**	*11,692*
Prepayments and accrued income	**243,789**	*41,325*
	2,619,480	*1,949,350*

14. Creditors: Amounts falling due within one year

	2025 £	2024 £
Trade creditors	**81,160**	*95,099*
Amounts owed to group undertakings	**218,503**	*122,595*
Other taxation and social security	**24,714**	*32,557*
Other creditors	**-**	*10,000*
Accruals and deferred income	**278,395**	*273,167*
	602,772	*533,418*

	2025 £	2024 £
Deferred income at 1 September 2024	**260,675**	-
Resources deferred during the year	**268,395**	*260,675*
Amounts released from previous periods	**(260,675)**	-
	268,395	*260,675*

Deferred income represents monies received in advance for annual centre registration fees.

15. Statement of funds

Statement of funds - current year

	Balance at 1 September 2024 £	Income £	Expenditure £	Balance at 31 August 2025 £
Unrestricted funds				
General Funds	**1,685,468**	**3,038,574**	**(2,589,825)**	**2,134,217**

Statement of funds - prior year

	Balance at 1 September 2023 £	*Income £*	*Expenditure £*	*Balance at 31 August 2024 £*
Unrestricted funds				
General Funds	*1,546,911*	*2,903,268*	*(2,764,711)*	*1,685,468*

16. Summary of funds

Summary of funds - current year

	Balance at 1 September 2024 £	Income £	Expenditure £	Balance at 31 August 2025 £
General funds	**1,685,468**	**3,038,574**	**(2,589,825)**	**2,134,217**

Summary of funds - prior year

	Balance at 1 September 2023 £	*Income £*	*Expenditure £*	*Balance at 31 August 2024 £*
General funds	*1,546,911*	*2,903,268*	*(2,764,711)*	*1,685,468*

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	3,942	**3,942**
Intangible fixed assets	83,806	**83,806**
Current assets	2,649,241	**2,649,241**
Creditors due within one year	(602,772)	**(602,772)**
Total	2,134,217	**2,134,217**

Analysis of net assets between funds - prior year

	Unrestricted funds 2024 £	*Total funds 2024 £*
Tangible fixed assets	*7,842*	*7,842*
Intangible fixed assets	*137,968*	*137,968*
Current assets	*2,073,076*	*2,073,076*
Creditors due within one year	*(533,418)*	*(533,418)*
Total	*1,685,468*	*1,685,468*

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

	2025 £	*2024 £*
Net income for the year (as per Statement of Financial Activities)	**448,749**	*138,557*
Adjustments for:		
Depreciation charges	**3,900**	*3,901*
Amortisation charges	**43,255**	*47,997*
P/L on disposal of intangible	**29,023**	*-*
Decrease in stocks	**1,545**	*96,572*
Increase in debtors	**(670,130)**	*(1,002,557)*
Increase in creditors	**69,354**	*438,270*
Bank interest	**(173)**	*(2,488)*
Net cash used in operating activities	**(74,477)**	*(279,748)*

19. Analysis of cash and cash equivalents

	2025 £	*2024 £*
Cash in hand	**27,596**	*120,016*
Total cash and cash equivalents	**27,596**	*120,016*

20. Analysis of changes in net debt

	At 1 September 2024 £	Cash flows £	At 31 August 2025 £
Cash at bank and in hand	**120,016**	**(92,420)**	**27,596**
	120,016	**(92,420)**	**27,596**

21. Related party transactions

During the year the charity was recharged wages and other costs from its parent, totalling £1,440,699 (2024: £1,275,485). At the year end an amount of £1,818,906 (2024: 1,432,955) was owed by Skills and Education Group to Skills and Education Group Awards, as a result of cash advances to the parent charity net of the recharged costs.

Skills and Education Group Access, a subsidiary of the parent company Skills and Education Group, recharged costs of £14,176 (2024: £Nil) to Skills and Education Awards. Skills and Education Group Awards recharged costs to Skills and Education Group Access, toalling £Nil (2024: £102.129). At the year end a balance of £85,885 was owed by Skills and Education Group Access (2024: £100,061).

BIIAB Qualifications Limited (BIIAB), a subsidiary of the parent company Skills and Education Group, recharged costs of £95,909 (2024: £127,712) to the charity. At the year end a balance of £218,503 was owed to BIIAB (2024: £122,595).

22. Controlling party

The charity is managed and controlled by its immediate and ultimate parent Skills and Education Group, which is a registered charity (number 1004087) and a company limited by guarantee incorporated in England and Wales (company number 02640936).

The most senior parent entity producing publicly available consolidated financial statements is Skills and Education Group. These financial statements are available upon request from Skills and Education Group, Robins Wood House, Robins Wood Road, Aspley, Nottingham, Nottinghamshire, NG8 3NH.

SKILLS AND EDUCATION GROUP AWARDS LIMITED

England & Wales - Charity number 1086947

Accounts

Registered number: 04117784
Charity number: 1086947

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

SKILLS AND EDUCATION GROUP AWARDS
(A company limited by guarantee)

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SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2024

Trustees	G Clipson MBE (resigned 31 January 2025) M Holden S James (resigned 18 October 2024) D Saxelby J Scorer, Chair S Segal E Temple (resigned 14 February 2025) A Traynor (resigned 31 January 2025) Skills and Education Group
Company registered number	04117784
Charity registered number	1086947
Registered office	Robins Wood House Robins Wood Road Nottingham Nottinghamshire NG8 3NH
Company secretary	A De'Ath (appointed 7 December 2023) S N Feneley-Lamb (resigned 7 December 2023)
Key management	Interim Chief Executive: Y Mellor
Independent auditors	Streets Audit LLP Tower House Lucy Tower Street Lincoln LN1 1XW
Bankers	Natwest 536 Valley Road Nottingham NG5 1FL

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2024

The Trustees present their annual report together with the audited financial statements of the Charity for the year 1 September 2023 to 31 August 2024. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The Charity provides a range of services in furtherance of its charitable objective to support "the advancement of skills and education to improve the lives of individuals". These services include:

- awarding and assessment services and qualifications regulated by CCEA (Northern Ireland), Ofqual, Qualification Wales and SQA (Scotland) on a national and international level
- awarding and assessment services for non-regulated skills and education programmes on a national and international level
- delivering end-point-assessment (EPA) services approved and regulated by the Institute for Apprenticeships and Technical Education (IfATE) and Ofqual
- local, regional, and national stakeholder engagement to inform and support policy developments and implementation
- championing social mobility, by providing opportunities for individuals to upskill through access to industry endorsed qualifications and assessments.

The Charity's strategic aims adopted in support of these objectives are identified by an annual strategic planning process culminating in "Ambition 2025" setting out the strategy and direction of the charity to August 2025. This is supported by an annual process which sets out clear strategic targets for in-year achievement. Plans are agreed and monitored by the Board of Trustees.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance: 'Public benefit: running a charity (PB2)'.

Achievements and performance

a. Main achievements of the Charity

The Charity is a leading national awarding organisation with a long-established reputation for providing high quality support and services to the education sector regulated by CCEA, Ofqual and Qualifications Wales. Furthermore, the Charity offers end-point assessment services regulated by the Institute for Apprenticeships and Technical Education (IfATE) and Ofqual.

The Charity's portfolio continues to offer a full range of qualifications across skills sectors. It continues to develop and expand upon its current portfolio with new qualifications added. New qualifications are developed in partnership with employers to ensure they meet industry needs and align to government reforms.

Aside from qualification delivery, the Charity continues to grow its end-point assessment portfolio.

b. Fundraising activities and income generation

The charity does not carry out any significant fundraising activities.

Financial review

a. Going concern

At the year end, in light of the charity's operational circumstances, the Trustees considered it necessary to undertake a detailed assessment with external support as to whether the charity can continue to operate for the foreseeable future.

The past year presented significant challenges; however, following appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. As a result, the Trustees continue to adopt the going concern basis in preparing the financial statements. Further information on the adoption of the going concern basis is provided in the accounting policies.

This conclusion is supported by the following factors:

- Following the year end, under new leadership, a number of strategic operational and financial decisions have been taken to course-correct and stabilise the charity's activities;
- The organisation is well positioned, with a clear strategic plan in place to mitigate and navigate the challenges ahead;
- The charity will continue to be supported by its parent, Skills and Education Group, and its other subsidiary undertakings, should the need arise;
- The Trustees have reviewed the charity and the Group's financial position, including the level of reserves held, post year-end performance, and projected income and expenditure for a period of at least 12 months from the date of approval of these financial statements. Based on these forecasts, which indicate a return to positive EBITDA, the Trustees are confident that the charity remains a going concern.

b. Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific purpose should be maintained at a level necessary to provide a contingency to support day-to-day business activities in the event of reduced income and provide a strategic fund to develop and grow the Charity. Trustees also wish to build reserves to fulfil a Group-wide objective to support social mobility.

In line with best practice guidance, Trustees review the reserves policy each year and confirm that this level of reserve has been maintained.

It is the Charity's policy to work to building and maintaining reserves to:

- support the short, medium and long-term objectives of the Charity
- re-invest any surplus funds to support, develop and expand the delivery of high-quality services
- re-invest any surplus funds to support activities that enable social mobility and provide a public benefit
- maintain sufficient reserves that are readily realisable to sustain operations as and when required
- cover deficits, when arising, from general reserves
- mitigate the risks of unforeseen challenges, emergencies or other unexpected requirement for funds
- maintain designated funds that recognise funds that are to be used for a specific purpose
- cover statutory obligations to close and wind-up the Charity's affairs in an orderly manner, when required.

Unrestricted funds at the end of the year were £1,685,468 (2023: £1,546,911) and free reserves which exclude fixed assets at the end of the year are £1,539,658 (2023: £1,408,327) which is in line with the reserves policy above.

In addition to this reserves policy, the trustees have set a reserves policy at group level covering all entities of the Skills and Education Group, with details on this policy available in the Skills and Education Group accounts. This is considered appropriate given the shared nature of operations and charitable activities, and charitable aims and objectives, across the Skills and Education Group.

c. Financial performance and position

The Charity remains in a financially healthy position and continues to meet its agreed financial targets. The Charity achieved a surplus to funds of £138,557 in the year (2023: deficit of £149,668).

Total income was £2,903,268 (2023: £1,996,764). Expenditure was £2,764,711 (2023: £2,146,432). Salaries and associated costs remain the primary cost to the Charity.

Total net assets at the year-end are £1,685,468 (2023: £1,546,911). All funds are unrestricted.

d. Principal risks and uncertainties

Trustees remain aware of the educational and political environment in which the Charity operates and recognise the challenges facing providers in the further education sector.

Key risks to the Charity are:

- A fast-changing political environment that has an impact on education policy and funding to support this
- Regulatory changes and a failure to respond to these in the way that is needed to ensure continuing compliance
- Failure to appropriately manage and store personal data leading to a data breach under the General Data Protections Regulations.

Trustees are satisfied that the systems and review processes are in place to mitigate and manage the risks. Strategic risks are managed and monitored through a risk register. The risk register is reviewed and updated by the Senior Leadership Team monthly and further reviewed by Trustees quarterly.

The risk register is rated on a weighted likelihood and impact scale based on Charity Commission Guidance.

Structure, governance and management

a. Constitution

The organisation is a charitable company limited by guarantee, incorporated on 30 November 2000.

The company was set-up under a Memorandum of Association which established the objectives and powers of the charitable company and is governed under its Articles of Association. The Articles were most recently revised in October 2018 and reflect current structural and governance requirements.

Skills and Education Group Awards is a controlled charity within the wider Skills and Education Group which includes:

- Skills and Education Group, the parent charitable company, limited by guarantee
  Company Number 02640936
  Charity Number 1004087

- Skills and Education Group Access (formerly Open College Network Yorkshire and Humber Region) a charitable company limited by guarantee:
  Company Number 03773914
  Charity Number 1088839

- BIIAB Qualifications Limited, a company limited by shares
  Company Number 10054831

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

There was one change to the Board during the year:

- S James resigned on 18 October 2024.

Trustees are recruited in accordance with the Articles of Association (revised, adopted 16 October 2018) under Article 27 which covers appointments.

All newly appointed Trustees complete a skills audit to ensure a balance of skills, knowledge, and experiences to support the development of the Charity. Trustee recruitment reflects ongoing and future skills and knowledge needs.

c. Organisational structure and decision-making policies

The Board of Trustees meets four times a year. Trustees:

- support the Chief Executive and Senior Leadership Team (SLT) to determine the strategic direction of the Charity and review annual strategic plans, business plans and Key Performance Indicators.
- approve annual budgets, receive and review quarterly management accounts to monitor and challenge performance
- review and monitor the strategic risk register to ensure that the appropriate controls are in place to mitigate risks
- ensure that appropriate governance review mechanisms are in place and that performance is reviewed and that Charity Commission guidance is followed.

The Chairs and Chief Executive meets four times a year, which enables the Chairs to have a collective and strategic oversight of the Charity. The Chairs of the charities Skills and Education Group, Skills and Education Group Access are members of this Group.

The Group meets ahead of quarterly Board of Trustees meetings and provides a structure for the Chairs to review and monitor:

- the performance of the Chief Executive and the Senior Leadership Team
- financial performance for the Charity and take a holistic view of all entities within the Group structure
- performance against strategic and business plans the Charity and all other entities
- identify opportunities for growth and the approach that may be taken to progress these
- determine longer-term strategic direction to help shape plans and proposals for all Trustees to consider.

The Charity Chair is a Trustee of the Skills and Education Group, an appointment made under Article 21 of the Skills and Education Group Articles.

Day-to-day management of the Charity is delegated to the Chief Executive, who is supported by a Deputy Chief Executive.

The Executive is supported by a Senior Leadership Team (SLT), who support the Chief Executive and Deputy Chief Executive with operational and strategic matters. The Senior Leadership Team meets on a weekly basis, with an extended monthly meeting which focuses on overall Group strategy, finance, and HR matters.

A Senior Management Team (SMT) in addition to SLT meets monthly focusing on operational and departmental matters across the Group. The SMT is chaired by the Deputy Chief Executive and comprises of all SLT members, and Heads of services and functions from across the Skills and Education Group.

Structure, governance and management (continued)

In addition to SMT, a monthly Scrutiny Group is held. This meeting is attended by the Executive and SLT. The meeting is chaired by the Deputy Chief Executive and is used to formerly review regulatory needs across all awarding functions within the Group.

The Deputy Chief Executive acts as the Data Protection Officer for the Charity and is supported by members of the Senior Leadership Team.

d. Policies adopted for the induction and training of Trustees

Newly appointed Trustees receive an induction under the direction of the Chief Executive. This normally includes an introductory visit to Robins Wood House where there is an opportunity to meet with key staff to gain a detailed understanding of the Charity and the subsidiaries within this.

Trustees also complete a declaration of interest record and skills audit on appointment. Declarations are noted on the Register which is reviewed and updated on an annual basis. Trustees are also asked to state any interests at the start of each Board meeting.

e. Pay policy for key management personnel

Remuneration for the Chief Executive is determined by the Chairs of the Skills and Education Group and subsidiaries. The Chief Executive determines the remuneration for all staff, including the Deputy Chief Executive and Senior Leadership Team.

All annual cost of living pay awards for staff are subject to recommendation to and approval of the Board of Trustees.

f. Financial risk management

The Trustees have assessed the major risks to which the Charity are exposed, those related to the operations and finances of the Charity and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Plans for future periods

Trustees continue to support "Ambition 2025", challenging assumptions and using their skills and knowledge to define objectives and associated targets. Ambition 2025 is a strategic plan that articulates ten key priorities that will take the Charity forward. This redefined the Charity's purpose, mission, and vision to reflect the expanded Group and the services that this now provides:

Purpose:

1. To support the development and delivery of further education and skills providers and their staff
2. Champion and support the social impact of the further education and skills sector
3. To develop and award industry relevant, high-quality qualifications, accreditations and end-point assessments
4. To be a national leader in Access to HE, awarding high quality Access to HE Diplomas that enable learners to progress into further study and/or employment.

Mission:
The advancement of skills and education to improve the lives of individuals.

Vision:
To provide high-quality services centred on collaboration, responsiveness, and diversity, supporting our members and customers to positively impact on the learners, communities, and sectors they serve to achieve their full potential, no matter what their age, background or ability.

The plans set annual key performance indicators in the context of a longer-term objectives:

- To see a growth in membership
- Increase the number of people participating in professional development events
- An increase in the uptake of grants to learners awarded through the Group's Foundation
- Raise awareness of the charities work, through its Foundation, in widening participation and social mobility
- Grow the number of learners benefiting from a certificate form at least one of the charity's awarding brands
- Grow the collective awarding share
- Ensure that a surplus is generated
- Explore international opportunities
- Ensure good staff engagement and satisfaction.

2023/24 has seen further progress towards achieving Ambition 2025. 2024/25 will build on these successes, and with the support of Trustees the Executive and Senior Leadership Team will work towards creating a new three-year strategy to 2027.

Members' liability

The Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2024

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity 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 . 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 Charity and of its incoming resources and application of resources, including its income and expenditure, 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Charity will continue in business.

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

Disclosure of information to auditors

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 charity's auditors are 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 relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by order of the members of the board of Trustees on and signed on their behalf by:

J Scorer
(Chair of Trustees)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS

Opinion

We have audited the financial statements of Skills and Education Group Awards (the 'charity') for the year ended 31 August 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- 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 our 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 in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS (CONTINUED)

Responsibilities of trustees

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

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

Auditors' 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 auditors' 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:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the company and sector in which it operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006; Charities Act 2011, taxation legislation, data protection, anti-bribery and employment legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

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

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS (CONTINUED)

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

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

Robert Anderson BSc FCA (senior statutory auditor)
for and on behalf of
Streets Audit LLP
Tower House
Lucy Tower Street
Lincoln
LN1 1XW

Date:

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2024

	Note	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Income from:				
Charitable activities	3	**2,896,068**	**2,896,068**	*1,982,737*
Investments	4	**2,488**	**2,488**	*3,973*
Other income	5	**4,712**	**4,712**	*10,054*
Total income		**2,903,268**	**2,903,268**	*1,996,764*
Expenditure on:				
Charitable activities	6	**2,764,711**	**2,764,711**	*2,146,432*
Total expenditure		**2,764,711**	**2,764,711**	*2,146,432*
Net movement in funds		**138,557**	**138,557**	*(149,668)*
Reconciliation of funds:				
Total funds brought forward		**1,546,911**	**1,546,911**	*1,696,579*
Net movement in funds		**138,557**	**138,557**	*(149,668)*
Total funds carried forward		**1,685,468**	**1,685,468**	*1,546,911*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 19 to 32 form part of these financial statements.

SKILLS AND EDUCATION GROUP AWARDS
(A company limited by guarantee)
REGISTERED NUMBER: 04117784

BALANCE SHEET
AS AT 31 AUGUST 2024

	Note		2024 £		*2023 £*
Fixed assets					
Intangible assets	10		**137,968**		*127,316*
Tangible assets	11		**7,842**		*11,268*
			145,810		*138,584*
Current assets					
Stocks	12	**3,710**		*100,282*	
Debtors	13	**1,949,350**		*946,793*	
Cash at bank and in hand		**120,016**		*456,400*	
		2,073,076		*1,503,475*	
Creditors: amounts falling due within one year	14	**(533,418)**		*(95,148)*	
Net current assets			**1,539,658**		*1,408,327*
Total assets less current liabilities			**1,685,468**		*1,546,911*
Total net assets			**1,685,468**		*1,546,911*

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2024

	Note	2024 £	*2023 £*
Charity funds			
Restricted funds	15	-	-
Unrestricted funds	15	**1,685,468**	*1,546,911*
Total funds		**1,685,468**	*1,546,911*

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

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

.....

J Scorer
(Chair of Trustees)

The notes on pages 19 to 32 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2024

	2024 £	*2023* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(279,748)**	*(350,516)*
Cash flows from investing activities		
Dividends, interests and rents from investments	**2,488**	*3,973*
Purchase of intangible assets	**(58,649)**	*(60,465)*
Purchase of tangible fixed assets	**(475)**	*-*
Net cash used in investing activities	**(56,636)**	**(56,492)**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**(336,384)**	**(407,008)**
Cash and cash equivalents at the beginning of the year	**456,400**	*863,408*
Cash and cash equivalents at the end of the year	**120,016**	*456,400*

The notes on pages 19 to 32 form part of these financial statements

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

1. General information

The Charity is a company limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. It's aim is the advancement of the education and training of young people and adults primarily through the provision of nationally recognised qualifications.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

Skills and Education Group Awards 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.

These financial statements are prepared in sterling, which is the functional currency of the entity.

2.2 Going concern

The financial statements have been prepared on a going concern basis. At the year end, the charity reported a surplus of £138,557. During the year, the charity experienced a significant operational challenge, which prompted the Trustees to undertake a detailed assessment with external support of the charity's ability to continue operating for the foreseeable future, and for at least 12 months from the date of approval of the financial statements.

Following appropriate enquiries, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Although operational difficulties were encountered during the year, the reported surplus and the charity's continued positive trajectory since the year end provide assurance that the charity is financially resilient. Under new leadership, a number of strategic operational and financial decisions have been implemented to course-correct and strengthen the company's activities. The charity is well positioned, with access to sufficient resources and a clear strategic plan, to address and mitigate any future challenges.

The Trustees have also confirmed that the charity will continue to be supported by its parent, Skills and Education Group, and its other subsidiary undertakings, should the need arise. In forming their conclusion, the Trustees considered the wider Group's financial position, including available reserves, post year-end performance, and the projected income and expenditure for a period of at least 12 months from the date of approval of these financial statements. Based on these forecasts, which indicate a continuing surplus, the Trustees are confident in the charity's ongoing viability.

Accordingly, the Trustees continue to adopt the going concern basis in preparing the financial statements.

2. Accounting policies (continued)

2.3 Income

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

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 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.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of Irrecoverable VAT.

2.5 Research and development

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the statement of financial activities.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2. Accounting policies (continued)

2.8 Intangible assets and amortisation

Intangible assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Development	-	20 % straight line
Website	-	25 % straight line
Software	-	20 % straight line

2.9 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment	-	20% straight line
Marketing equipment	-	20% straight line

2.10 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

2.11 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.

2.12 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.

2. Accounting policies (continued)

2.13 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 Charity 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.

2.14 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2.15 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 Charity and which have not been designated for other purposes.

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

3. Income from charitable activities

	Unrestricted funds 2024 £	**Total funds 2024 £**	*Total funds 2023 £*
Learner recognition	2,896,068	**2,896,068**	*1,982,737*
Total 2023	*1,982,737*	*1,982,737*	

4. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Interest receivable	2,488	**2,488**	*3,973*
Total 2023	*3,973*	*3,973*	

5. Other incoming resources

	Unrestricted funds 2024 £	Total funds 2024 £	*Total funds 2023 £*
Admin fees and other income	4,712	**4,712**	*10,054*
Total 2023	*10,054*	*10,054*	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £	Total 2024 £	*Total 2023 £*
Learner recognition	2,764,711	**2,764,711**	*2,146,432*
Total 2023	*2,146,432*	*2,146,432*	

7. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £	*Total funds 2023 £*
Learner recognition	371,259	2,393,452	**2,764,711**	*2,146,432*
Total 2023	*411,477*	*1,734,955*	*2,146,432*	

Analysis of direct costs

	Learner recognition 2024 £	Total funds 2024 £	*Total funds 2023 £*
Moderator and examiner costs	262,037	**262,037**	*244,675*
Centre costs	24,065	**24,065**	*9,653*
Certificates	85,157	**85,157**	*64,245*
Foundation activities	-	**-**	*92,904*
Total 2024	371,259	**371,259**	*411,477*
Total 2023	*411,477*	*411,477*	

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Learner recognition 2024 £	Total funds 2024 £	*Total funds 2023 £*
Depreciation and amortisation	51,896	**51,896**	*41,778*
Bad debt	19,828	**19,828**	-
Other staff costs	273,852	**273,852**	*123,032*
Qualification development	72,214	**72,214**	*28,627*
Administration	92,091	**92,091**	*21,175*
Communications and marketing	117,336	**117,336**	*32,615*
Donations	58,399	**58,399**	*15,769*
Premises	25,427	**25,427**	*34,413*
ICT costs	189,527	**189,527**	*109,223*
Professional fees	161,395	**161,395**	*33,083*
Bank charges	2,093	**2,093**	*2,670*
Irrecoverable VAT	33,599	**33,599**	*61,696*
Governance costs	20,310	**20,310**	*5,212*
Central recharges	1,275,485	**1,275,485**	*1,225,662*
	2,393,452	**2,393,452**	*1,734,955*
Total 2023	*1,734,955*	*1,734,955*	

8. Auditors' remuneration

The auditors' remuneration amounts to an auditor fee of £5,000 (*2023 - £5,000*).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2023 - £NIL)*.

During the year ended 31 August 2024, expenses totalling £nil were reimbursed or paid directly to no Trustee *(2023 - £200 to* 6 *Trustees)*, in relation to travel and accomodation.

10. Intangible assets

	Developm't £	Bespoke software £	Website £	Total £
Cost				
At 1 September 2023	**97,243**	**23,025**	**120,297**	**240,565**
Additions	**27,167**	**16,685**	**14,797**	**58,649**
Disposals	**(18,685)**	**-**	**-**	**(18,685)**
At 31 August 2024	**105,725**	**39,710**	**135,094**	**280,529**
Amortisation				
At 1 September 2023	**-**	**8,889**	**104,360**	**113,249**
Charge for the year	**19,901**	**6,285**	**6,863**	**33,049**
On disposals	**(3,737)**	**-**	**-**	**(3,737)**
At 31 August 2024	**16,164**	**15,174**	**111,223**	**142,561**
Net book value				
At 31 August 2024	**89,561**	**24,536**	**23,871**	**137,968**
At 31 August 2023	*97,243*	*14,136*	*15,937*	*127,316*

11. Tangible fixed assets

	Marketing equipment £	Computer equipment £	Total £
Cost			
At 1 September 2023	**4,644**	**29,833**	**34,477**
Additions	**-**	**475**	**475**
At 31 August 2024	**4,644**	**30,308**	**34,952**
Depreciation			
At 1 September 2023	**4,644**	**18,565**	**23,209**
Charge for the year	**-**	**3,901**	**3,901**
At 31 August 2024	**4,644**	**22,466**	**27,110**
Net book value			
At 31 August 2024	**-**	**7,842**	**7,842**
At 31 August 2023	*-*	*11,268*	*11,268*

12. Stocks

	2024 £	*2023 £*
Finished goods and goods for resale	**3,710**	*100,282*

13. Debtors

	2024 £	2023 £
Due within one year		
Trade debtors	**363,317**	*168,320*
Amounts owed by group undertakings	**1,533,016**	*701,006*
Other debtors	**11,692**	*640*
Prepayments and accrued income	**41,325**	*76,827*
	1,949,350	*946,793*

14. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	**95,099**	*24,035*
Amounts owed to group undertakings	**122,595**	*51,063*
Other taxation and social security	**32,557**	*11,450*
Other creditors	**10,000**	*294*
Accruals and deferred income	**273,167**	*8,306*
	533,418	*95,148*

Deferred income represents monies received in advance for annual centre registration fees.

15. Statement of funds

Statement of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Balance at 31 August 2024 £
Unrestricted funds				
General Funds	**1,546,911**	**2,903,268**	**(2,764,711)**	**1,685,468**

Statement of funds - prior year

	Balance at 1 September 2022 £	*Income £*	*Expenditure £*	*Balance at 31 August 2023 £*
Unrestricted funds				
General Funds	*1,696,579*	*1,996,764*	*(2,146,432)*	*1,546,911*

16. Summary of funds

Summary of funds - current year

	Balance at 1 September 2023 £	Income £	Expenditure £	Balance at 31 August 2024 £
General funds	**1,546,911**	**2,903,268**	**(2,764,711)**	**1,685,468**

Summary of funds - prior year

	Balance at 1 September 2022 £	*Income £*	*Expenditure £*	*Balance at 31 August 2023 £*
General funds	*1,696,579*	*1,996,764*	*(2,146,432)*	*1,546,911*

17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	7,842	**7,842**
Intangible fixed assets	137,968	**137,968**
Current assets	2,073,076	**2,073,076**
Creditors due within one year	(533,418)	**(533,418)**
Total	1,685,468	**1,685,468**

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	*Total funds 2023 £*
Tangible fixed assets	*11,268*	*11,268*
Intangible fixed assets	*127,316*	*127,316*
Current assets	*1,503,475*	*1,503,475*
Creditors due within one year	*(95,148)*	*(95,148)*
Total	*1,546,911*	*1,546,911*

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

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	**138,557**	*(149,668)*
Adjustments for:		
Depreciation charges	**3,901**	*650*
Amortisation charges	**47,997**	*3,517*
Decrease/(increase) in stocks	**96,572**	*(73,204)*
Increase in debtors	**(1,002,557)**	*(166,723)*
Increase in creditors	**438,270**	*38,885*
Bank interest	**(2,488)**	*(3,973)*
Net cash used in operating activities	**(279,748)**	*(350,516)*

19. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	**120,016**	*456,400*
Total cash and cash equivalents	**120,016**	*456,400*

20. Analysis of changes in net debt

	At 1 September 2023 £	Cash flows £	At 31 August 2024 £
Cash at bank and in hand	**456,400**	**(336,384)**	**120,016**
	456,400	**(336,384)**	**120,016**

21. Related party transactions

During the year the charity was recharged wages and other costs from its parent, totalling £1,275,485 (2023: £1,225,662). At the year end an amount of £1,432,955 was owed by Skills and Education Group (2023: 695,888) .

Skills and Education Group Access, a subsidiary of the parent company Skills and Education Group, recharged costs of £Nil (2023: £9,523) to Skills and Education Awards. Skills and Education Group Awards recharged costs to Skills and Education Group Access, toalling £102,129 (2023: £Nil). At the year end a balance of £100,061 was owed by Skills and Education Group Access (2023: £2,026 owed to Skills and Education Group Access).

BIIAB Qualifications Limited (BIIAB), a subsidiary of the parent company Skills and Education Group, recharged costs of £127,712 (2023: £100,265) to the charity. At the year end a balance of £122,595 was owed to BIIAB (2023: £5,118 due from BIIAB).

D McVean is also a Director of Moulton College. During the year income of £nil (2023: £211) was received from the College for the provision of charitable services. There are no amounts outstanding at the year end (2023: £ Nil).

S Segal is also a Director of Association of Employment and Learning Providers Ltd. During the year purchases of £Nil (2023: £12,000) were made for the provision of charitable services. There are no amounts outstanding at the year end.

S James is also a Director of RMI SC Limited. During the year income of £27,010 (2023: £nil) was received from the company for the provision of charitable services. The charity also purchased services totalling £15,840 (2023: £Nil) from the company. There are amounts owing to company at the year end of £540 (2023: £ Nil).

A Traynor is also a Director of Leicester College. During the year income of £22,464 (2023: £nil) was received from the College for the provision of charitable services. There are amounts of £nil outstanding at the year end (2023: £ Nil).

G Clipson is also a Chair at Warwickshire College. During the year income of £480 (2023: £nil) was received from the College for the provision of charitable services. There are amounts of £102 outstanding at the year end (2023: £ Nil).

22. Controlling party

The charity is managed and controlled by its immediate and ultimate parent Skills and Education Group, which is a registered charity (number 1004087) and a company limited by guarantee incorporated in England and Wales (company number 02640936).

The most senior parent entity producing publicly available consolidated financial statements is Skills and Education Group. These financial statements are available upon request from Skills and Education Group, Robins Wood House, Robins Wood Road, Aspley, Nottingham, Nottinghamshire, NG8 3NH.

SKILLS AND EDUCATION GROUP AWARDS LIMITED

England & Wales - Charity number 1086947

Accounts

Registered number: 04117784
Charity number: 1086947

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2023

SKILLS AND EDUCATION GROUP AWARDS
(A company limited by guarantee)

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SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2023

Trustees	G Clipson MBE, Chair M Holden S James D Mcvean (resigned 23 June 2023) D Saxelby J Scorer S Segal E Temple A Traynor Skills and Education Group
Company registered number	04117784
Charity registered number	1086947
Registered office	Robins Wood House Robins Wood Road Nottingham Nottinghamshire NG8 3NH
Company secretary	A De'Ath (appointed 7 December 2023) S N Feneley-Lamb (resigned 7 December 2023)
Key management	Chief Executive: P A Eeles Deputy Chief Executive: S A Forbes
Independent auditors	Streets Audit LLP Tower House Lucy Tower Street Lincoln LN1 1XW
Bankers	Natwest 536 Valley Road Nottingham NG5 1FL

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees present their annual report together with the audited financial statements of the Charity for the year 1 September 2022 to 31 August 2023. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The Charity provides a range of services in furtherance of its charitable objective to support "*the advancement of skills and education to improve the lives of individuals*". These services include:

- awarding and assessment services and qualifications regulated by CCEA (Northern Ireland), Ofqual, Qualification Wales and SQA (Scotland) on a national and international level
- awarding and assessment services for non-regulated skills and education programmes on a national and international level
- delivering end-point-assessment (EPA) services approved and regulated by the Institute for Apprenticeships and Technical Education (IfATE) and Ofqual
- local, regional, and national stakeholder engagement to inform and support policy developments and implementation
- championing social mobility, by providing opportunities for individuals to upskill through access to industry endorsed qualifications and assessments.

The Charity's strategic aims adopted in support of these objectives are identified by an annual strategic planning process culminating in "Ambition 2025" setting out the strategy and direction of the charity to August 2025. This is supported by an annual process which sets out clear strategic targets for in-year achievement. Plans are agreed and monitored by the Board of Trustees.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance: 'Public benefit: running a charity (PB2)'.

Achievements and performance

a. Main achievements of the Charity

The Charity is a leading national awarding organisation with a long-established reputation for providing high quality support and services to the education sector regulated by CCEA, Ofqual and Qualifications Wales. Furthermore, the Charity offers end-point assessment services regulated by the Institute for Apprenticeships and Technical Education (IfATE) and Ofqual.

The Charity's portfolio continues to offer 259 qualifications across 18 sectors. New sectors for 2022/23 include computing and software, construction and ESOL. It continues to develop and expand upon its current portfolio with new qualifications added in animal care, youth work and more. New qualifications are developed in partnership with employers to ensure they meet industry needs and align to new government reforms.

Achievements and performance (continued)

The Charity also continues to be market leaders in offering MOT qualifications and training. During 2022/23, 32,989 MOT Testers sat their annual assessment with the Charity, in addition to this, it helped 3,040 new and existing MOT Testers to progress and start their careers in this industry.

2022/23 was also a year of celebration for the Charity, as it gained recognition for developing its Level 1 Award in Workers' Rights and Labour Exploitation. The qualification won Collaboration of the Year Award for its work in developing the qualification with the Gangmasters and Labour Abuse Authority, Boston College, and the University of Nottingham's Rights Lab. The qualification continues to have significant impact and is helping to prevent 1,000's of individuals from being victims of labour exploitation on an annual basis.

In numbers, success for the Charity looked like:

- 25,991 registrations across its regulated portfolio
- 16,535 qualifications certificated
- 13,302 were male learners
- 10,515 were female learners
- 2,174 learners did not associate to a gender
- The youngest learner was 12
- The eldest learner was 101.

Aside from qualification delivery, the Charity continues to grow its end-point assessment portfolio and now offers 20 standards. It continues to specialise in a range of sectors, and has developed new resources for learners, employers, and training providers. The Charity is passionate about apprenticeships and aims to do the very best to ensure apprentices have the very best start to their careers. During 2022/23, it delivered the following:

- A new end-point assessment system for its providers
- Developed new, collaborative partnerships with other organisations
- Won new business
- Contributed to the Federation of Awarding Bodies End-Point Assessment Organisation's Guide to Good Practice
- Created 9 new standards
- Supported 113 apprentices through Gateway.

Wrapping up a busy 2022/23, the Charity also went global. It gained recognition through the Knowledge and Human Development Agency (KHDA) to deliver qualifications and assessments in Dubai and the wider UAE; and gained recognition with the Tertiary and Vocational Education Commission in Sri Lanka.

The Charity, in association with UK Awards, forged new partnerships with education providers across Dubai, India, Sri Lanka, and Turkey accrediting high quality assessments and Ofqual regulated qualifications allowing the Charity to reach thousands more learners, and strengthening the bonds between the UK and overseas providers in the pursuit of advancing social mobility.

b. Fundraising activities and income generation

The charity does not carry out any significant fundraising activities.

Financial review

a. Going concern

Trustees worked closely with the Executive Leadership Team to develop strategic and operational plans that support the sustained growth of the Charity. Such plans included the development of new products and services, and the identification of resources needed to support current and future planned developments.

Based on this work, Trustees have a continuing reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Consequently, the Trustees continue to adopt the going concern basis of accounts in preparing the financial statements. Further details on the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific purpose should be maintained at a level necessary to provide a contingency to support day-to-day business activities in the event of reduced income and provide a strategic fund to develop and grow the Charity. Trustees also wish to build reserves to fulfil a Group-wide objective to support social mobility.

In line with best practice guidance, Trustees review the reserves policy each year and confirm that this level of reserve has been maintained.

It is the Charity's policy to work to building and maintaining reserves to:

- support the short, medium and long-term objectives of the Charity
- re-invest any surplus funds to support, develop and expand the delivery of high-quality services
- re-invest any surplus funds to support activities that enable social mobility and provide a public benefit
- maintain sufficient reserves that are readily realisable to sustain operations as and when required
- cover deficits, when arising, from general reserves
- mitigate the risks of unforeseen challenges, emergencies or other unexpected requirement for funds
- maintain designated funds that recognise funds that are to be used for a specific purpose
- cover statutory obligations to close and wind-up the Charity's affairs in an orderly manner, when required.

Unrestricted funds at the end of the year were £1,546,911 (2022: £1,696,579) and free reserves which exclude fixed assets at the end of the year are £1,408,327 (2022 £1,614,293) which is in line with the reserves policy above.

In addition to this reserves policy, the trustees have set a reserves policy at group level covering all entities of the Skills and Education Group, with details on this policy available in the Skills and Education Group accounts. This is considered appropriate given the shared nature of operations and charitable activities, and charitable aims and objectives, across the Skills and Education Group.

c. Financial performance and position

The Charity remains in a financially healthy position and continues to meet its agreed financial targets. The Charity achieved a deficit to funds of £149,668 in the year (2022: surplus of £26,005).

Total income was £1,996,764 (2022: £1,900,760). Expenditure was £2,146,432 (2022: £1,874,755). Salaries and associated costs remain the primary cost to the Charity.

Total net assets at the year-end are £1,546,911 (2021: £1,696,579). All funds are unrestricted.

d. Principal risks and uncertainties

Trustees remain aware of the educational and political environment in which the Charity operates and recognise the challenges facing providers in the further education sector.

Key risks to the Charity are:

- A fast-changing political environment that has an impact on education policy and funding to support this
- Regulatory changes and a failure to respond to these in the way that is needed to ensure continuing compliance
- Failure to appropriately manage and store personal data leading to a data breach under the General Data Protections Regulations.

Trustees are satisfied that the systems and review processes are in place to mitigate and manage the risks. Strategic risks are managed and monitored through a risk register. The risk register is reviewed and updated by the Senior Leadership Team monthly and further reviewed by Trustees quarterly.

The risk register is rated on a weighted likelihood and impact scale based on Charity Commission Guidance.

Structure, governance and management

a. Constitution

The organisation is a charitable company limited by guarantee, incorporated on 30 November 2000.

The company was set-up under a Memorandum of Association which established the objectives and powers of the charitable company and is governed under its Articles of Association. The Articles were most recently revised in October 2018 and reflect current structural and governance requirements.

Skills and Education Group Awards is a controlled charity within the wider Skills and Education Group which includes:

- Skills and Education Group, the parent charitable company, limited by guarantee
  Company Number 02640936
  Charity Number 1004087

- Skills and Education Group Access (formerly Open College Network Yorkshire and Humber Region) a charitable company limited by guarantee:
  Company Number 03773914
  Charity Number 1088839

- BIIAB Qualifications Limited, a company limited by shares
  Company Number 10054831

- Quality Licence Scheme Limited, a private company limited by guarantee without share capital
  Company Number 10051052

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

There was one change to the Board during the year:

- D Mcvean resigned on the 23 June 2023.

Trustees are recruited in accordance with the Articles of Association (revised, adopted 16 October 2018) under Article 27 which covers appointments.

All newly appointed Trustees complete a skills audit to ensure a balance of skills, knowledge, and experiences to support the development of the Charity. Trustee recruitment reflects ongoing and future skills and knowledge needs.

c. Organisational structure and decision-making policies

The Board of Trustees meets four times a year. Trustees:

- support the Chief Executive and Senior Leadership Team (SLT) to determine the strategic direction of the Charity and review annual strategic plans, business plans and Key Performance Indicators.
- approve annual budgets, receive and review quarterly management accounts to monitor and challenge performance
- review and monitor the strategic risk register to ensure that the appropriate controls are in place to mitigate risks
- ensure that appropriate governance review mechanisms are in place and that performance is reviewed and that Charity Commission guidance is followed.

The Chairs and Chief Executive meets four times a year, which enables the Chairs to have a collective and strategic oversight of the Charity. The Chairs of the charities Skills and Education Group, Skills and Education Group Access are members of this Group.

The Group meets ahead of quarterly Board of Trustees meetings and provides a structure for the Chairs to review and monitor:

- the performance of the Chief Executive and the Senior Leadership Team
- financial performance for the Charity and take a holistic view of all entities within the Group structure
- performance against strategic and business plans the Charity and all other entities
- identify opportunities for growth and the approach that may be taken to progress these
- determine longer-term strategic direction to help shape plans and proposals for all Trustees to consider.

The Charity Chair is a Trustee of the Skills and Education Group, an appointment made under Article 21 of the Skills and Education Group Articles.

Day-to-day management of the Charity is delegated to the Chief Executive, Paul Eeles, who is supported by Scott Forbes, as Deputy Chief Executive.

The Executive is supported by a Senior Leadership Team (SLT), who support the Chief Executive and Deputy Chief Executive with operational and strategic matters. The Senior Leadership Team comprises off:

- Helen Gibson, Interim Director of Product Strategy
- Elizabeth Humphrey-Talmey, Interim Director of Finance
- Kaye Jackson, Director of External Affairs
- Jennie Lawson, Director of Access to HE

Structure, governance and management (continued)

- Karl Stringer, Director of Quality and Compliance

The Senior Leadership Team meets on a weekly basis, with an extended monthly meeting which focuses on overall Group strategy, finance, and HR matters.

A Senior Management Team (SMT) in addition to SLT meets monthly focusing on operational and departmental matters across the Group. The SMT is chaired by the Deputy Chief Executive and comprises of all SLT members, and Heads of services and functions from across the Skills and Education Group.

In addition to SMT, a monthly Scrutiny Group is held. This meeting is attended by the Executive and SLT. The meeting is chaired by the Deputy Chief Executive and is used to formerly review regulatory needs across all awarding functions within the Group.

The Deputy Chief Executive acts as the Data Protection Officer for the Charity and is supported by members of the Senior Leadership Team.

d. Policies adopted for the induction and training of Trustees

Newly appointed Trustees receive an induction under the direction of the Chief Executive. This normally includes an introductory visit to Robins Wood House where there is an opportunity to meet with key staff to gain a detailed understanding of the Charity and the subsidiaries within this.

Trustees also complete a declaration of interest record and skills audit on appointment. Declarations are noted on the Register which is reviewed and updated on an annual basis. Trustees are also asked to state any interests at the start of each Board meeting.

e. Pay policy for key management personnel

Remuneration for the Chief Executive is determined by the Chairs of the Skills and Education Group and subsidiaries. The Chief Executive determines the remuneration for all staff, including the Deputy Chief Executive and Senior Leadership Team.

All annual cost of living pay awards for staff are subject to recommendation to and approval of the Board of Trustees.

f. Financial risk management

The Trustees have assessed the major risks to which the Charity are exposed, those related to the operations and finances of the Charity and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

Plans for future periods

Trustees continue to support “Ambition 2025”, challenging assumptions and using their skills and knowledge to define objectives and associated targets. Ambition 2025 is a strategic plan that articulates ten key priorities that will take the Charity forward. This redefined the Charity’s purpose, mission, and vision to reflect the expanded Group and the services that this now provides:

Purpose:

1. To support the development and delivery of further education and skills providers and their staff
2. Champion and support the social impact of the further education and skills sector
3. To develop and award industry relevant, high-quality qualifications, accreditations and end-point assessments
4. To be a national leader in Access to HE, awarding high quality Access to HE Diplomas that enable learners to progress into further study and/or employment.

Mission:
The advancement of skills and education to improve the lives of individuals.

Vision:
To provide high-quality services centred on collaboration, responsiveness, and diversity, supporting our members and customers to positively impact on the learners, communities, and sectors they serve to achieve their full potential, no matter what their age, background or ability.

The plans set annual key performance indicators in the context of a longer-term objectives:

- To see a growth in membership
- Increase the number of people participating in professional development events
- An increase in the uptake of grants to learners awarded through the Group’s Foundation
- Raise awareness of the charities work, through its Foundation, in widening participation and social mobility
- Grow the number of learners benefiting from a certificate form at least one of the charity’s awarding brands
- Grow the collective awarding share
- Ensure that a surplus is generated
- Explore international opportunities
- Ensure good staff engagement and satisfaction.

2022/23 has seen further progress towards achieving Ambition 2025. 2023/24 will build on these successes, and with the support of Trustees the Executive and Senior Leadership Team will work towards creating a new three-year strategy to 2027.

Members' liability

The Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2023

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity 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 Charity and of its incoming resources and application of resources, including its income and expenditure, 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Charity will continue in business.

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

Disclosure of information to auditors

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 charity's auditors are 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 relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by order of the members of the board of Trustees on 2 May 2024 and signed on their behalf by:

.....
G Clipson MBE
(Chair of Trustees)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS

Opinion

We have audited the financial statements of Skills and Education Group Awards (the 'charity') for the year ended 31 August 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS (CONTINUED)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- 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 our 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 in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS (CONTINUED)

Responsibilities of trustees

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS (CONTINUED)

Auditors' 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 auditors' 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:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the company and sector in which it operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006; Charities Act 2011, taxation legislation, data protection, anti-bribery and employment legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

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

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS (CONTINUED)

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

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

Robert Anderson BSc FCA (senior statutory auditor)
for and on behalf of
Streets Audit LLP
Tower House
Lucy Tower Street
Lincoln
LN1 1XW

Date: 28 May 2024

SKILLS AND EDUCATION GROUP AWARDS
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2023

	Note	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Income from:				
Charitable activities	3	**1,982,737**	**1,982,737**	*1,888,787*
Investments	4	**3,973**	**3,973**	*473*
Other income	5	**10,054**	**10,054**	*11,500*
Total income		**1,996,764**	**1,996,764**	*1,900,760*
Expenditure on:				
Charitable activities	6	**2,146,432**	**2,146,432**	*1,874,755*
Total expenditure		**2,146,432**	**2,146,432**	*1,874,755*
Net movement in funds		**(149,668)**	**(149,668)**	*26,005*
Reconciliation of funds:				
Total funds brought forward		**1,696,579**	**1,696,579**	*1,670,574*
Net movement in funds		**(149,668)**	**(149,668)**	*26,005*
Total funds carried forward		**1,546,911**	**1,546,911**	*1,696,579*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 19 to 31 form part of these financial statements.

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)
REGISTERED NUMBER: 04117784

BALANCE SHEET
AS AT 31 AUGUST 2023

	Note		2023 £		*2022 £*
Fixed assets					
Intangible assets	10		**127,316**		*70,368*
Tangible assets	11		**11,268**		*11,918*
			138,584		*82,286*
Current assets					
Stocks	12	**100,282**		*27,078*	
Debtors	13	**946,793**		*780,070*	
Cash at bank and in hand		**456,400**		*863,408*	
		1,503,475		*1,670,556*	
Creditors: amounts falling due within one year	14	**(95,148)**		*(56,263)*	
Net current assets			**1,408,327**		*1,614,293*
Total assets less current liabilities			**1,546,911**		*1,696,579*
Total net assets			**1,546,911**		*1,696,579*
Charity funds					
Restricted funds	15		**-**		-
Unrestricted funds	15		**1,546,911**		*1,696,579*
Total funds			**1,546,911**		*1,696,579*

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2023

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorized for issue by the Trustees on 2 May 2024 and signed on their behalf by:

.....
G Clipson MBE
(Chair of Trustees)

The notes on pages 19 to 31 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2023

	2023 £	*2022* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(350,516)**	*(578,124)*
Cash flows from investing activities		
Dividends, interests and rents from investments	**3,973**	*473*
Purchase of intangible assets	**(60,465)**	*(14,272)*
Net cash used in investing activities	**(56,492)**	**(13,799)**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**(407,008)**	**(591,923)**
Cash and cash equivalents at the beginning of the year	**863,408**	*1,455,331*
Cash and cash equivalents at the end of the year	**456,400**	*863,408*

The notes on pages 19 to 31 form part of these financial statements

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

1. General information

The Charity is a company limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. It's aim is the advancement of the education and training of young people and adults primarily through the provision of nationally recognised qualifications.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

Skills and Education Group Awards 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.

These financial statements are prepared in sterling, which is the functional currency of the entity.

2.2 Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2.3 Income

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

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 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.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2. Accounting policies (continued)

2.5 Research and development

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the statement of financial activities.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.8 Intangible assets and amortisation

Intangible assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Assets under development	-	%	Not depreciated
Website	-	25 %	straight line
Software	-	20 %	straight line

2. Accounting policies (continued)

2.9 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment	-	33% straight line
Marketing equipment	-	17% straight line

2.10 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

2.11 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.

2.12 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.

2.13 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 Charity 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.

2.14 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. Accounting policies (continued)

2.15 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 Charity and which have not been designated for other purposes.

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

3. Income from charitable activities

	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Learner recognition	1,982,737	**1,982,737**	*1,888,787*
Total 2022	*1,888,787*	*1,888,787*	

4. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Interest receivable	3,973	**3,973**	*473*
Total 2022	*473*	*473*	

5. Other incoming resources

	Unrestricted funds 2023 £	Total funds 2023 £	*Total funds 2022 £*
Admin fees and other income	10,054	**10,054**	*11,500*
Total 2022	*11,500*	*11,500*	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £	Total 2023 £	*Total 2022 £*
Learner recognition	2,146,432	**2,146,432**	*1,874,755*
Total 2022	*1,874,755*	*1,874,755*	

7. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	*Total funds 2022 £*
Learner recognition	411,477	1,734,955	**2,146,432**	*1,874,755*
Total 2022	*230,491*	*1,644,264*	*1,874,755*	

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Learner recognition 2023 £	Total funds 2023 £	*Total funds 2022 £*
Staff costs	-	**-**	*321*
Moderator and examiner costs	244,675	**244,675**	*206,415*
Centre costs	9,653	**9,653**	*14,247*
Certificates	64,245	**64,245**	*9,508*
Foundation activities	92,904	**92,904**	-
Total 2023	411,477	**411,477**	*230,491*
Total 2022	*230,491*	*230,491*	

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Learner recognition 2023 £	Total funds 2023 £	*Total funds 2022 £*
Depreciation and amortisation	41,778	**41,778**	*40,444*
Bad debt	-	**-**	*26,521*
Other staff costs	123,032	**123,032**	*432*
Qualification development	28,627	**28,627**	*34,619*
Administration	21,175	**21,175**	*26,081*
Communications and marketing	32,615	**32,615**	*(6,600)*
Donations	15,769	**15,769**	*-*
Premises	34,413	**34,413**	*3*
ICT costs	109,223	**109,223**	*90,398*
Professional fees	33,083	**33,083**	*19,357*
Bank charges	2,670	**2,670**	*1,573*
Irrecoverable VAT	61,696	**61,696**	*40,343*
Governance costs	5,212	**5,212**	*5,715*
Central recharges	1,225,662	**1,225,662**	*1,365,378*
	1,734,955	**1,734,955**	*1,644,264*
Total 2022	*1,644,264*	*1,644,264*	

8. Auditors' remuneration

The auditors' remuneration amounts to an auditor fee of £5,000 (*2022 - £5,000*).

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2022 - £NIL)*.

During the year ended 31 August 2023, expenses totalling £200 were reimbursed or paid directly to 3 Trustees *(2022 - £362 to* 6 *Trustees)*, in relation to travel and accomodation.

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

10. Intangible assets

	Developm't £	Bespoke software £	Website £	Total £
Cost				
At 1 September 2022	**43,136**	**23,025**	**113,939**	**180,100**
Additions	**54,107**	**-**	**6,358**	**60,465**
At 31 August 2023	**97,243**	**23,025**	**120,297**	**240,565**
Amortisation				
At 1 September 2022	**-**	**4,284**	**105,448**	**109,732**
Charge for the year	**-**	**4,605**	**(1,088)**	**3,517**
At 31 August 2023	**-**	**8,889**	**104,360**	**113,249**
Net book value				
At 31 August 2023	**97,243**	**14,136**	**15,937**	**127,316**
At 31 August 2022	*43,136*	*18,741*	*8,491*	*70,368*

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

11. Tangible fixed assets

	Marketing equipment £	Computer equipment £	Total £
Cost			
At 1 September 2022	**4,644**	**29,833**	**34,477**
At 31 August 2023	**4,644**	**29,833**	**34,477**
Depreciation			
At 1 September 2022	**4,644**	**17,915**	**22,559**
Charge for the year	**-**	**650**	**650**
At 31 August 2023	**4,644**	**18,565**	**23,209**
Net book value			
At 31 August 2023	**-**	**11,268**	**11,268**
At 31 August 2022	*-*	*11,918*	*11,918*

12. Stocks

	2023 £	*2022 £*
Finished goods and goods for resale	**100,282**	*27,078*

13. Debtors

	2023 £	*2022 £*
Due within one year		
Trade debtors	**168,320**	*265,968*
Amounts owed by group undertakings	**701,006**	*461,162*
Other debtors	**640**	*1,225*
Prepayments and accrued income	**76,827**	*51,715*
	946,793	*780,070*

14. Creditors: Amounts falling due within one year

	2023 £	*2022 £*
Trade creditors	**24,035**	*26,779*
Amounts owed to group undertakings	**51,063**	*16,177*
Other taxation and social security	**11,450**	*3,362*
Other creditors	**294**	*4,489*
Accruals and deferred income	**8,306**	*5,456*
	95,148	*56,263*

Deferred income represents monies received in advance for learner registrations on courses.

15. Statement of funds

Statement of funds - current year

	Balance at 1 September 2022 £	Income £	Expenditure £	Balance at 31 August 2023 £
Unrestricted funds				
General Funds	**1,696,579**	**1,996,764**	**(2,146,432)**	**1,546,911**

Statement of funds - prior year

	Balance at 1 September 2021 £	*Income £*	*Expenditure £*	*Balance at 31 August 2022 £*
Unrestricted funds				
General Funds	*1,670,574*	*1,900,760*	*(1,874,755)*	*1,696,579*

16. Summary of funds

Summary of funds - current year

	Balance at 1 September 2022 £	Income £	Expenditure £	Balance at 31 August 2023 £
General funds	**1,696,579**	**1,996,764**	**(2,146,432)**	**1,546,911**

Summary of funds - prior year

	Balance at 1 September 2021 £	*Income £*	*Expenditure £*	*Balance at 31 August 2022 £*
General funds	*1,670,574*	*1,900,760*	*(1,874,755)*	*1,696,579*

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	11,268	**11,268**
Intangible fixed assets	127,316	**127,316**
Current assets	1,503,475	**1,503,475**
Creditors due within one year	(95,148)	**(95,148)**
Total	1,546,911	**1,546,911**

17. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	*Total funds 2022 £*
Tangible fixed assets	*11,918*	*11,918*
Intangible fixed assets	*70,368*	*70,368*
Current assets	*1,670,556*	*1,670,556*
Creditors due within one year	*(56,263)*	*(56,263)*
Total	*1,696,579*	*1,696,579*

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

	2023 £	*2022 £*
Net income/expenditure for the year (as per Statement of Financial Activities)	**(149,668)**	*26,005*
Adjustments for:		
Depreciation charges	**650**	*3,250*
Amortisation charges	**3,517**	*37,194*
Decrease/(increase) in stocks	**(73,204)**	*1,777*
Increase in debtors	**(166,723)**	*(546,874)*
Increase/(decrease) in creditors	**38,885**	*(99,003)*
Bank interest	**(3,973)**	*(473)*
Net cash used in operating activities	**(350,516)**	*(578,124)*

19. Analysis of cash and cash equivalents

	2023 £	*2022 £*
Cash in hand	**456,400**	*863,408*
Total cash and cash equivalents	**456,400**	*863,408*

20. Analysis of changes in net debt

	At 1 September 2022	Cash flows	At 31 August 2023
	£	£	£
Cash at bank and in hand	863,408	(407,008)	456,400
	863,408	(407,008)	456,400

21. Related party transactions

During the year the charity was recharged wages and other costs from its parent, totalling £1,225,662 (2022: £1,1365,378), and made payments to its parent totalling £462,483 (2022: £1,300,42). At the year end an amount of £695,888 was owed by Skills and Education Group (2022: 429,188) .

Skills and Education Group Access, a subsidiary of the parent company Skills and Education Group, recharged costs of 9,523 (2022: £8,156) to Skills and Education Awards. At the year end a balance of £2,026 was owed to Skills and Education Group Access (2022: £8,156).

BIIAB Qualifications Limited (BIIAB), a subsidiary of the parent company Skills and Education Group, recharged costs of £100,265 (2022: £21,692) to the charity, and the charity recharged costs of £73,409 to the company. At the year end a balance of £5,118 (2022: £31,974) was owed by BIIAB to the charity.

Quality Licence Scheme Limited (QLS), a subsidiary of the parent company Skills and Education Group, recharged costs of £43,325 to the charity, and the charity recharged costs of £2,351 to the company. At the year end a balance of £48,995 (2022: £8,021) was owed by QLS to the charity.

D McVean is also a Director of Moulton College. During the year income of £211 (2022: £150l) was received from the College for the provision of charitable services. There are no amounts outstanding at the year end (2022: £ Nil).

S Segal is also a Director of Association of Employment and Learning Providers Ltd. During the year purchases of £12,000 (2022: £Nil) were made for the provision of charitable services. There are no amounts outstanding at the year end.

22. Controlling party

The charity is managed and controlled by its immediate and ultimate parent Skills and Education Group, which is a registered charity (number 1004087) and a company limited by guarantee incorporated in England and Wales (company number 02640936).

The most senior parent entity producing publicly available consolidated financial statements is Skills and Education Group. These financial statements are available upon request from Skills and Education Group, Robins Wood House, Robins Wood Road, Aspley, Nottingham, Nottinghamshire, NG8 3NH.

SKILLS AND EDUCATION GROUP AWARDS LIMITED

England & Wales - Charity number 1086947

Accounts

Registered number: 04117784
Charity number: 1086947

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2022

SKILLS AND EDUCATION GROUP AWARDS
(A company limited by guarantee)

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SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2022

Trustees	G Clipson MBE, Chair M Holden (appointed 26 April 2022) S James (appointed 5 July 2022) D Mcvean (appointed 26 April 2022) D Saxelby (appointed 26 April 2022) J Scorer (appointed 26 April 2022) S Segal (appointed 5 July 2022) E Temple (appointed 26 April 2022) A Traynor Skills and Education Group P Beach (resigned 22 October 2021) S Powell (resigned 15 July 2022)
Company registered number	04117784
Charity registered number	1086947
Registered office	Robins Wood House Robins Wood Road Nottingham Nottinghamshire NG8 3NH
Company secretary	S N Feneley-Lamb
Chief executive officer	P A Eeles
Independent auditors	Streets Audit LLP Tower House Lucy Tower Street Lincoln LN1 1XW
Bankers	Natwest 536 Valley Road Nottingham NG5 1FL
Solicitors	Browne Jacobson LLP Mowbray House Castle Meadow Road Nottingham NG2 1BJ

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2022

The Trustees present their annual report together with the audited financial statements of the Charity for the year 1 September 2021 to 31 August 2022. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Charity qualifies as small under section 382 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The Charity provides a range of service in furtherance of its charitable objective to support “the advancement of skills and education to improve the lives of individuals”. These services include:

- awarding and assessment services and qualification regulated by Ofqual, Qualifications Wales and CCEA (Northern Ireland)
- end-point assessment (EPA) services
- awarding and assessment services for non-regulated skills and education programmes
- local, regional and national stakeholder engagement to inform and support policy developments and implementation

The strategic and business objectives of the Charity support those of the wider Group-structure but maintain a focus on its own objectives. Trustees have paid due regard guidance issued by the Charity Commission in deciding what activities the Charity should undertake. The Charity’s objectives, supporting growth and long-term sustainability, are identified as part of an annual strategic planning process that Trustees and staff contribute to. This culminated in “Ambition 2025” setting out the strategy and direction of the charity to August 2025. This is supported by annual process which sets out clear strategic targets for in-year achievement. Plans are agreed and monitored by the Board of Trustees.

Achievements and performance

a. Main achievements of the Charity

The Charity is a leading national organisation with a long-established reputation for providing high quality support and services to the education sector. During the year, the Charity supported its objective for the advancement of skills and education to improve the lives of individuals by offering qualification opportunities.

In the last year, the Awards portfolio continued to expand, developing a range of new qualifications and assessments, particularly in the patisserie and confectionery, animal care, and fashion and textiles fields. In addition, we developed e-learning to support the delivery of our fabrication and welding qualifications, and introduced XAMS, a new online exams system.

A partnership with the Gangmaster and Labour Abuse Authority (GLAA), Boston College and the University of Nottingham’s Rights Lab resulted in the development of a qualification to raise awareness of rights in the workplace. The Level 1 qualification was developed in 2021 and saw considerable success in its first full year (2021/22). As one learner noted “the Level 1 Award in Workers’ Rights and Labour Exploitation is fantastic. It opened my eyes to what’s happening in the world”.

Achievements and performance (continued)

Engagement increased with industry groups, building stronger relationships, and fostering more support for customers and the beneficiaries of the Charity's services. For example, a strong relationship with organisations within the motor industry has enabled us to maintain occupational competency and gain access to specific knowledge and support, including recruitment of expert subcontractors and specialists, as we support training activities. For example, the Auto Care/Fast Fit sector employs approximately 1,200 people across 2,000 businesses, the end-point assessment of the Autocare Apprenticeship Standard is designed to fit with employer and sector needs and the commitment to train new staff. A trusted partner of the automotive industry, Skills and Education Group Awards has a strong working relationship with the DVSA, and for the last five years we have provided the management of MOT Tester and Manager qualifications.

During the year, 19,200 qualifications were certificated. An ongoing partnership with Advanced Secure Technologies, and the application of blockchain technology helped protect the integrity of certifications. Additionally, 29,836 MOT testers completed their annual assessment.

The Charity is the leading organisation for Sewing and Textiles end-point assessments (EPAs). It is committed to developing EPAs to this industry and during the year developed and launched the Level 3 Fashion and Textile EPA. In total, the Charity offers and supports 13 EPA standards.

Continuing review of the way that customers and beneficiaries of the Charity's services are supported, resulted in new developments and ways of working, allowing the Charity to be more responsive, work smarter and more efficiently. We made our portfolio of qualifications smarter, more targeted, and more responsive to sector needs.

We put in place a process for approving and monitoring adaptations to assessments. The Charity implemented a process for the monitoring of Teacher Assessed Grades (TAGs) to ensure that, in the case of further lockdowns, our Centres were supported in line with the regulations. The Charity advocated for funding and the retention of programmes by:

- Formulating data-driven appeals of funding decisions
- Working with stakeholders and industry partners to support the development of new qualifications and evidence the need to retain existing ones
- Creating several new products, such as qualifications relating to electric vehicles
- Maintained an app-based and web-based e-learning platform, allowing learners to complete full Level 1 qualifications on the platform whilst providing: enjoyable, interactive and engaging content for learners

Customers and beneficiaries of the Charity were engaged with throughout the year by established communications and relationship management teams. Building on changed working practices as a result of "lockdowns", the teams embraced an investment in technology to support online engagement through drop-in clinics, keep in touch meetings, sector groups and focused training.

Operations

The Operations team provided Finance, IT and HR services, oversees data protection and the management of premises and health and safety. The 2021/22 year was spent supporting growth in activities and services which also saw an increase in staff numbers. In support of this growth, IT systems were reviewed, and appropriate development plans implemented. A move to a hybrid model of working for most staff resulted in an investment of technology to support both office-based and homeworking and to support remote access to meetings and trainings.

Financial review

a. Going concern

Trustees worked closely with the Executive Leadership Team to develop strategic and operational plans that not only mitigate the impact of Covid-19 but also supported the sustained growth of the Group and its subsidiary charities. Such plans included the development of new products and services, and the identification of resources needed to support current and future planned developments.

Based on this work, trustees have a continuing reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Consequently, the trustees continue to adopt the going concern basis of accounts in preparing the financial statements. Further details on the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific purpose should be maintained at a level necessary to provide a contingency to support day-to-day business activities in the event of reduced income and provide a strategic fund to develop and grow the Charity. Trustees also wish to build reserves to fulfil a Group-wide objective to support social mobility.

In line with best practice guidance, Trustees review the reserves policy each year and confirm that this level of reserve has been maintained.

It is the Charity's policy to work to building and maintaining reserves to:

- support the short, medium and long-term objectives of the Charity and its subsidiary charities
- re-invest any surplus funds to support, develop and expand the delivery of high-quality services
- re-invest any surplus funds to support activities that enable social mobility and provide a public benefit
- maintain sufficient reserves that are readily realisable to sustain operations as and when required
- cover deficits, when arising, from general reserves
- mitigate the risks of unforeseen challenges, emergencies or other unexpected requirement for funds
- maintain designated funds that recognise funds that are to be used for a specific purpose
- cover statutory obligations to close down and wind-up the charitable Charity's affairs in an orderly manner, if and when required.

Unrestricted funds at the end of the year were £1,696,579 (2021: £1,670,574) and free reserves at the end of the year are £1,614,293 (2021 £1,562,116) which is in line with the reserves policy. The reserves policy is set at group level and more details on the policy are available in the Skills and Education Group accounts.

c. Financial performance and position

The Charity remains in a financially healthy position and continues to meet its agreed financial targets. The Charity achieved a surplus of £26,005 (2021: £298,619).

Total income was £1,900,760 (2021: £1,881,515). Expenditure was £1,874,755 (2021: £1,582,896). Salaries and associated costs remain the primary cost to the Charity.

Total net assets at the year-end are £1,696,579 (2021: £1,670,574). All funds are unrestricted.

d. Principal risks and uncertainties

Trustees remain aware of the educational and political environment in which the Charity operates and recognise, in particular, the challenges facing providers in the further education sector.

Key risks to the Charity are:

- A fast-changing political environment that has an impact on education policy and funding to support this
- Regulatory changes and a failure to respond to these in the way that is needed to ensure continuing compliance
- Failure to appropriately manage and store personal data leading to a data breach under the General Data Protections regulations

Trustees are satisfied that the systems and review processes are in place to mitigate and manage the risks. Strategic risks are managed and monitored through risk registers; one for each of the charities within the charitable group. Risk registers are reviewed and updated by the Executive Leadership Team on a quarterly basis prior to a review by Trustees.

Risk registers are rated on a weighted likelihood and impact scale based on Charity Commission guidance.

Structure, governance and management

a. Constitution

The organisation is a charitable company limited by guarantee, incorporated on 30 November 2000.

The company was set-up under a Memorandum of Association which established the objectives and powers of the charitable company and is governed under its Articles of Association. The Articles were most recently revised in October 2018 and reflect current structural and governance requirements.

Skills and Education Group Awards is a controlled charity within the wider Skills and Education Group which includes:

- Skills and Education Group, the parent charitable company, limited by guarantee
  Company Number 02640936
  Charity Number 1004087

- Skills and Education Group Access (formerly Open College Network Yorkshire and Humber Region) a charitable company limited by guarantee:
  Company Number 03773914
  Charity Number 1088839

- BIIAB Qualifications Limited, a company limited by shares
  Company Number 10054831

- Quality Licence Scheme Limited, a private company limited by guarantee without share capital
  Company Number 10051052

Structure, governance and management (continued)

b. Methods of appointment or election of Trustees

There were eight changes to the Board of Trustees during the year:

S E Powell (resigned 15 July 2022)
M Holden (appointed 26 April 2022)
J S James (appointed 5 July 2022)
D J McVean (appointed 26 April 2022)
D Saxelby (appointed 26 April 2022)
J F Scorer (appointed 26 April 2022)
S M Segal (appointed 5 July 2022)
E Temple (appointed 26 April 2022)

The appointments during the year enhance the range of skills, knowledge and experience which support and inform the development and implementation of strategic plans. Newly appointed trustees were recruited in accordance with the Articles of Association adopted 16 October 2018 under Article 27:

“directors (trustees) shall be appointed or removed by the majority of members (from time to time) by service of written notice at the registered office of the association”.

All newly appointed trustees complete a skills audit to ensure a balance of skills, knowledge and experiences to support the development of the charity. Trustee recruitment reflects on-going and future skills and knowledge needs.

c. Organisational structure and decision-making policies

The Board of Trustees meets four times a year. Trustees:

- support the CEO and Executive Leadership Team (ELT) to determine the strategic direction of the charity and review annual strategic plans, business plans and Key Performance Indicators
- approve annual budgets, receive and review quarterly management accounts to monitor and challenge performance
- review and monitor the strategic risk register to ensure that the appropriate controls are in place to mitigate risks
- ensure that appropriate governance review mechanisms are in place and that performance is reviewed and that Charity Commission guidance is followed

A Chairs and ELT Group meets four times a year and enables the Chairs to have a collective and strategic oversight of the Charity. The Chairs of the Charity, Skills and Education Group, Skills and Education Awards and BIIAB Qualifications Limited are members of this Group.

The group meets prior to quarterly Board of Trustees meetings and provides a structure for the Chairs to review and monitor:

- the performance of the CEO and the Executive Leadership Team
- financial performance for the Charity and take a holistic view of all entities within the group structure
- performance against strategic and business plans for the Charity and all other entities
- identify opportunities for growth and the approach that may be taken to progress these
- determine longer-term strategic direction to help shape plans and proposals for all Trustees to consider

The Charity Chair is a Trustee of the Skills and Education Group, an appointment made under article 21 of the Skills and Education Group Articles.

Structure, governance and management (continued)

Day-to-day management of the Charity is delegated to the Group Chief Executive Office, Paul Eeles, who is supported by:

- the Chief Operating Officer/Company Secretary (COO), Simon Feneley-Lamb
- Director of Product Development and Delivery, Scott Forbes

The CEO, COO and Director of Product Development and Delivery form the Executive Leadership Team. The COO is the Company Secretary for the purpose of Company Law.

The Executive Leadership Team meets on a weekly basis with one meeting a month having focus on financial performance. Other discussion items include:

- strategic issues, new opportunities and overall business performance
- financial performance and budgets
- human resources, resources and succession planning
- compliance and regulation, including Ofqual, QAA, CCEA, Qualification Wales Charities Commission and the Information Commissioners Officer

A senior management team (SMT) meets monthly to inform the development and implementation of day-to-day business/operational plans and longer-term strategic plans. The SMT is made-up of the ELT and heads of services/functions from across the Group-wide structure.

A Scrutiny Group meets once a month to formally review regulatory needs across all awarding functions and other regulatory requirements including those relating to the Information Commissioners Officer (ICO), Companies House and the Charities Commission. Scrutiny Group membership is the ELT, and appropriate heads of service/functions.

d. Policies adopted for the induction and training of Trustees

Newly appointed trustees receive an induction under the direction of the Chief Executive. This normally includes an introductory visit to Robins Wood House when the opportunity to meet with key staff to gain a detailed understanding of the Charity and the subsidiaries within this.

Trustees complete a declaration of interest record and skills audit on appointment. Declarations are noted on a Register which is reviewed and updated on an annual basis.

e. Pay policy for key management personnel

Remuneration for the Chief Executive is determined by the Chairs of the Skills and Education Group and subsidiary charities. The Chief Executive determines the remuneration for all staff, including the Executive Leadership Team.

Annual cost of living pay awards for all other staff are subject to recommendation to and approval of the Board of Trustees.

Plans for future periods

Trustees supported the development and adoption of “Ambition 2025”, challenging assumptions and using their skills and knowledge to define objectives and associated targets. Ambition 2025 is a five-year strategic plan that articulates ten key priorities that will take the Charity forward. This re-defined the Charity’s purpose, mission and vision to reflect the expanded Group and the services that this now provides:

Purpose

1. To support the development and delivery of further education and skills providers and their staff
2. Champion and support the social impact of the further education and skills sector
3. To develop and award industry relevant, high-quality qualifications, awards, accreditations and end-point assessments
4. To be a national leader in Access to HE, awarding high quality Access to HE Diplomas that enable learners to progress into further study and/or employment

Mission

The advancement of skills and education to improve the lives of individuals.

Vision

To provide high-quality services centred on collaboration, responsiveness and diversity, supporting our members and customers to positively impact on the learners, communities and sectors they serve to achieve their full potential, no matter what their age, background or ability.

The plans set annual key performance indicators in the context of a longer-term objectives

- To see a growth in membership
- Increase the number of people participating in professional development events
- An increase in the uptake of grants to learners awarded through the Group’s Foundation
- Raise awareness of the charities work, through its Foundation, in widening participation and social mobility
- Grow the number of learners benefiting from a certificate form at least one of the charity’s awarding brands
- Grow the collective awarding share
- Ensure that a surplus is generated
- Explore international opportunities
- Ensure good staff engagement and satisfaction

Alongside these, Trustees endorse a focus in 2023 on investing in the charity’s staff and related resources, the development of products and services and in the Foundation and the work that it does.

Members' liability

The Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up.

TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 AUGUST 2022

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity 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 Charity and of its incoming resources and application of resources, including its income and expenditure, 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Charity will continue in business.

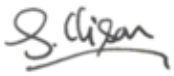
The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies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

Disclosure of information to auditors

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 charity's auditors are 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 relevant audit information and to establish that the charity's auditors are aware of that information.

Approved by order of the members of the board of Trustees on 31 March 2023 and signed on their behalf by:



G Clipson MBE
(Chair of Trustees)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS

Opinion

We have audited the financial statements of Skills and Education Group Awards (the 'charity') for the year ended 31 August 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS (CONTINUED)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- 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 our 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 in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a Strategic report.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS (CONTINUED)

Responsibilities of trustees

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

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

Auditors' 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 auditors' 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:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the company and sector in which it operates;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006 and taxation legislation;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

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

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

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

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

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

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations

to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

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

Robert Anderson BSc FCA (senior statutory auditor)
for and on behalf of
Streets Audit LLP
Tower House
Lucy Tower Street
Lincoln
LN1 1XW

Date: **21 April 2023**

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2022

	Note	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Income from:				
Charitable activities	3	**1,888,787**	**1,888,787**	*1,875,429*
Investments	4	**473**	**473**	*117*
Other income	5	**11,500**	**11,500**	*5,969*
Total income		**1,900,760**	**1,900,760**	*1,881,515*
Expenditure on:				
Charitable activities	6	**1,874,755**	**1,874,755**	*1,582,896*
Total expenditure		**1,874,755**	**1,874,755**	*1,582,896*
Net movement in funds		**26,005**	**26,005**	*298,619*
Reconciliation of funds:				
Total funds brought forward		**1,670,574**	**1,670,574**	*1,371,955*
Net movement in funds		**26,005**	**26,005**	*298,619*
Total funds carried forward		**1,696,579**	**1,696,579**	*1,670,574*

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 19 to 32 form part of these financial statements.

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)
REGISTERED NUMBER: 04117784

BALANCE SHEET
AS AT 31 AUGUST 2022

	Note		2022 £		*2021* *£*
Fixed assets					
Intangible assets	11		**70,368**		*93,290*
Tangible assets	12		**11,918**		*15,168*
			82,286		*108,458*
Current assets					
Stocks	13	**27,078**		*28,855*	
Debtors	14	**780,070**		*233,196*	
Cash at bank and in hand		**863,408**		*1,455,331*	
		1,670,556		*1,717,382*	
Creditors: amounts falling due within one year	15	**(56,263)**		*(155,266)*	
Net current assets			**1,614,293**		*1,562,116*
Total assets less current liabilities			**1,696,579**		*1,670,574*
Net assets excluding pension asset			**1,696,579**		*1,670,574*
Total net assets			**1,696,579**		*1,670,574*
Charity funds					
Restricted funds	16		**-**		*-*
Unrestricted funds	16		**1,696,579**		*1,670,574*
Total funds			**1,696,579**		*1,670,574*

BALANCE SHEET (CONTINUED)
AS AT 31 AUGUST 2022

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 31 March 2023 and signed on their behalf by:

G Clipson MBE
(Chair of Trustees)

The notes on pages 19 to 32 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2022

	2022 £	*2021* *£*
Cash flows from operating activities		
Net cash used in operating activities	**(578,124)**	*301,589*
Cash flows from investing activities		
Dividends, interests and rents from investments	**473**	*117*
Purchase of intangible assets	**(14,272)**	*(72,633)*
Net cash used in investing activities	**(13,799)**	**(72,516)**
Cash flows from financing activities		
Net cash provided by financing activities	**-**	**-**
Change in cash and cash equivalents in the year	**(591,923)**	**229,073**
Cash and cash equivalents at the beginning of the year	**1,455,331**	*1,226,258*
Cash and cash equivalents at the end of the year	**863,408**	*1,455,331*

The notes on pages 19 to 32 form part of these financial statements

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

1. General information

The Charity is a company limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. It's aim is the advancement of the education and training of young people and adults primarily through the provision of nationally recognised qualifications.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

Skills and Education Group Awards 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.

These financial statements are prepared in sterling, which is the functional currency of the entity.

2.2 Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2.3 Income

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

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 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.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

2. Accounting policies (continued)

2.4 Expenditure (continued)

All expenditure is inclusive of irrecoverable VAT.

2.5 Research and development

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the statement of financial activities.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.8 Intangible assets and amortisation

Intangible assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Assets under development	-	%	Not depreciated
Website	-	25 %	straight line
Software	-	20 %	straight line

2. Accounting policies (continued)

2.9 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Computer equipment	-	33%	straight line
Marketing equipment	-	17%	straight line

2.10 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

2.11 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.

2.12 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.

2.13 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 Charity 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.

2.14 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. Accounting policies (continued)

2.15 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 Charity and which have not been designated for other purposes.

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

3. Income from charitable activities

	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Learner recognition	1,888,787	**1,888,787**	*1,875,429*
Total 2021	*1,875,429*	*1,875,429*	

4. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Interest receivable	473	**473**	*117*
Total 2021	*117*	*117*	

5. Other incoming resources

	Unrestricted funds 2022 £	Total funds 2022 £	*Total funds 2021 £*
Admin fees and other income	11,500	**11,500**	*5,969*
Total 2021	*5,969*	*5,969*	

6. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2022 £	Total 2022 £	*Total 2021 £*
Learner recognition	1,874,755	**1,874,755**	*1,582,896*
Total 2021	*1,582,896*	*1,582,896*	

7. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £	*Total funds 2021 £*
Learner recognition	230,491	1,644,264	**1,874,755**	*1,582,896*
Total 2021	*280,674*	*1,302,222*	*1,582,896*	

7. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Learner recognition 2022 £	Total funds 2022 £	*Total funds 2021 £*
Staff costs	321	**321**	*84,250*
Moderator and examiner costs	206,415	**206,415**	*136,143*
Centre costs	14,247	**14,247**	*18,272*
Certificates	9,508	**9,508**	*35,771*
Bad debt	-	**-**	*6,238*
Total 2022	230,491	**230,491**	*280,674*
Total 2021	*280,674*	*280,674*	

7. Analysis of expenditure by activities (continued)

Analysis of support costs

	Learner recognition 2022 £	Total funds 2022 £	*Total funds 2021 £*
Staff costs	-	**-**	*943,698*
Depreciation and amortisation	40,444	**40,444**	*17,040*
Bad debt	26,521	**26,521**	*-*
Other staff costs	432	**432**	*20,874*
Qualification development	34,619	**34,619**	*53,229*
Administration	26,081	**26,081**	*26,623*
Communications and marketing	(6,600)	**(6,600)**	*13,530*
Donations	-	**-**	*12,500*
Premises	3	**3**	*-*
ICT costs	90,398	**90,398**	*48,349*
Professional fees	19,357	**19,357**	*4,128*
Bank charges	1,573	**1,573**	*1,521*
Irrecoverable VAT	40,343	**40,343**	*30,838*
Governance costs	5,715	**5,715**	*7,668*
Central recharges	1,365,378	**1,365,378**	*122,224*
	1,644,264	**1,644,264**	*1,302,222*
Total 2021	*1,302,222*	*1,302,222*	

8. Auditors' remuneration

The auditors' remuneration amounts to an auditor fee of £5,353 (*2021 - £7,668*).

9. Staff costs

	2022 £	*2021* *£*
Wages and salaries	**976,543**	*860,867*
Social security costs	**98,213**	*81,506*
Pension costs	**81,475**	*85,575*
	1,156,231	*1,027,948*

The above costs represent staff, including key management personnel, working on behalf of the charity, but paid through the parent controlling organisation. These costs represent a mixture of direct and support costs which are analysed separately within the relevant notes.

The charity did not directly employ any members of staff in the current or comparative year and therefore no employee received remuneration amounting to more than £60,000 in either year.

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits *(2021 - £NIL)*.

During the year ended 31 August 2022, expenses totalling £362 were reimbursed or paid directly to 6 Trustees *(2021 - £NIL to* no *Trustee)*, in relation to travel and accomodation.

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

11. Intangible assets

	Developm't £	Bespoke software £	Website £	Total £
Cost				
At 1 September 2021	**31,677**	**21,541**	**112,610**	**165,828**
Additions	**11,459**	**1,484**	**1,329**	**14,272**
At 31 August 2022	**43,136**	**23,025**	**113,939**	**180,100**
Amortisation				
At 1 September 2021	**-**	**414**	**72,124**	**72,538**
Charge for the year	**-**	**3,870**	**33,324**	**37,194**
At 31 August 2022	**-**	**4,284**	**105,448**	**109,732**
Net book value				
At 31 August 2022	**43,136**	**18,741**	**8,491**	**70,368**
At 31 August 2021	*31,677*	*21,127*	*40,486*	*93,290*

12. Tangible fixed assets

	Marketing equipment £	Computer equipment £	Total £
Cost			
At 1 September 2021	**4,644**	**29,833**	**34,477**
At 31 August 2022	**4,644**	**29,833**	**34,477**
Depreciation			
At 1 September 2021	**4,644**	**14,665**	**19,309**
Charge for the year	**-**	**3,250**	**3,250**
At 31 August 2022	**4,644**	**17,915**	**22,559**
Net book value			
At 31 August 2022	**-**	**11,918**	**11,918**
At 31 August 2021	*-*	*15,168*	*15,168*

13. Stocks

	2022 £	*2021 £*
Finished goods and goods for resale	**27,078**	*28,855*

14. Debtors

	2022 £	*2021 £*
Due within one year		
Trade debtors	**265,968**	*173,582*
Amounts owed by group undertakings	**461,162**	*10,282*
Other debtors	**1,225**	*999*
Prepayments and accrued income	**51,715**	*48,333*
	780,070	*233,196*

15. Creditors: Amounts falling due within one year

	2022 £	*2021 £*
Trade creditors	**26,779**	*26,987*
Amounts owed to group undertakings	**16,177**	*61,211*
Other taxation and social security	**3,362**	*3,340*
Other creditors	**4,489**	*2,520*
Accruals and deferred income	**5,456**	*61,208*
	56,263	*155,266*

Deferred income represents monies received in advance for learner registrations on courses.

16. Statement of funds

Statement of funds - current year

	Balance at 1 September 2021 £	Income £	Expenditure £	Balance at 31 August 2022 £
Unrestricted funds				
General Funds	**1,670,574**	**1,900,760**	**(1,874,755)**	**1,696,579**

Statement of funds - prior year

	Balance at 1 September 2020 £	*Income £*	*Expenditure £*	*Balance at 31 August 2021 £*
Unrestricted funds				
General Funds	*1,371,955*	*1,881,515*	*(1,582,896)*	*1,670,574*

17. Summary of funds

Summary of funds - current year

	Balance at 1 September 2021 £	Income £	Expenditure £	Balance at 31 August 2022 £
General funds	**1,670,574**	**1,900,760**	**(1,874,755)**	**1,696,579**

Summary of funds - prior year

	Balance at 1 September 2020 £	*Income £*	*Expenditure £*	*Balance at 31 August 2021 £*
General funds	*1,371,955*	*1,881,515*	*(1,582,896)*	*1,670,574*

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	11,918	**11,918**
Intangible fixed assets	70,368	**70,368**
Current assets	1,703,684	**1,703,684**
Creditors due within one year	(89,391)	**(89,391)**
Total	1,696,579	**1,696,579**

18. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	*Total funds 2021 £*
Tangible fixed assets	*15,168*	*15,168*
Intangible fixed assets	*93,290*	*93,290*
Current assets	*1,717,382*	*1,717,382*
Creditors due within one year	*(155,266)*	*(155,266)*
Total	*1,670,574*	*1,670,574*

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

	2022 £	*2021 £*
Net income for the year (as per Statement of Financial Activities)	**26,005**	*298,619*
Adjustments for:		
Depreciation charges	**3,250**	*3,251*
Amortisation charges	**37,194**	*13,790*
Decrease/(increase) in stocks	**1,777**	*(4,675)*
Increase in debtors	**(546,874)**	*(99,751)*
Increase/(decrease) in creditors	**(99,003)**	*90,472*
Bank interest	**(473)**	*(117)*
Net cash provided by/(used in) operating activities	**(578,124)**	*301,589*

20. Analysis of cash and cash equivalents

	2022 £	*2021 £*
Cash in hand	**863,408**	*1,455,331*
Total cash and cash equivalents	**863,408**	*1,455,331*

21. Analysis of changes in net debt

	At 1 September 2021	Cash flows	At 31 August 2022
	£	£	£
Cash at bank and in hand	1,455,331	(591,923)	863,408
	1,455,331	(591,923)	863,408

22. Related party transactions

During the year the charity was recharged wages and other costs from its parent, totalling £1,1365,378 (2021: £1,150,172), and made payments to its parent totalling £1,300,427 (2021: £1,106,868). At the year end an amount of £429,188 was owed by Skills and Education Group (2021: £60,238 owed to Skills and Education Group) .

Skills and Education Group Access, a subsidiary of the parent company Skills and Education Group, recharged costs of £8,156 (2021: £15,043) to Skills and Education Awards, and payments were made to this charity of £Nil (2021: £4,003). At the year end a balance of £8,156 was owed to Skills and Education Group Access (2021: £973 owed to the charity by Skills and Education Group Access).

BIIAB, a subsidiary of the parent company Skills and Education Group was recharged costs of £21,692 (2021: £10,732). At the year end a balance of £31,974 (2021: £10,282) was owed by BIIAB to the charity.

D McVean is also a Director of Moulton College. During the year income of £150 (2021: £nIl) was received from the College for the provision of charitable services. There are no amounts outstanding at the year end (2021: £ Nil).

23. Controlling party

The charity is managed and controlled by its immediate and ultimate parent Skills and Education Group, which is a registered charity (number 1004087) and a company limited by guarantee incorporated in England and Wales (company number 02640936).

The most senior parent entity producing publicly available consolidated financial statements is Skills and Education Group. These financial statements are available upon request from Skills and Education Group, Robins Wood House, Robins Wood Road, Aspley, Nottingham, Nottinghamshire, NG8 3NH.

SKILLS AND EDUCATION GROUP AWARDS LIMITED

England & Wales - Charity number 1086947

Accounts

Registered number: 04117784
Charity number: 1086947

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

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SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2021

Trustees	Skills and Education Group J B Lanning (resigned 5 July 2021) G Clipson MBE, Chair A M Traynor S E Powell (appointed 12 January 2021) P J Beach (appointed 20 April 2021, resigned 22 October 2021)
Company registered number	04117784
Charity registered number	1086947
Registered office	Robins Wood House Robins Wood Road Aspley Nottingham NG8 3NH
Company secretary	S N Feneley-Lamb
Chief executive officer	P A Eeles
Independent auditor	BHP LLP 2 Rutland Park Sheffield South Yorkshire S10 2PD
Bankers	Natwest 536 Valley Road Nottingham NG5 1FL
Solicitors	Browne Jacobson LLP Mowbray House Castle Meadow Road Nottingham NG2 1BJ

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2021

The Trustees (who are also Directors for the purpose of company law) present their annual report together with the audited financial statements of the Charity for the year 1 September 2020 to 31 August 2021. The annual report serves the purposes of both a Trustees' report and a Directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (published in October 2019).

Since the charity qualifies as small under section 382 of the Companies Act, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The Charity provides a range of service in furtherance of its charitable objective to support “the advancement of skills and education to improve the lives of individuals”. These services include:

- awarding and assessment services and qualification regulated by Ofqual, Qualifications Wales and CCEA (Northern Ireland)
- end-point assessment (EPA) services
- awarding and assessment services for non-regulated skills and education programmes
- local, regional and national stakeholder engagement to inform and support policy developments and implementation.

The strategic and business objectives of the Charity support those of the wider Group-structure but maintain a focus on its own objectives. Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake. The Charity’s objectives, supporting growth and long-term sustainability, are identified as part of an annual strategic planning process that Trustees and staff contribute to.

The resulting rolling five-year strategic plan is then agreed and monitored by Trustees.

Trustees agree Key Performance Indicators (KPIs) with the Executive Team, monitoring and measuring performance against these:

- customer satisfaction
- staff satisfaction
- level of turnover
- level of surplus as a % of turnover
- registration, certification and centre performance.

Achievements and performance delivering public benefit

a. Main achievements of the Charity

The 2020/21 year saw a strong recovery following the uncertainties of the previous year which was more significantly affected by Covid-19. The recovery demonstrates the resilience of the Charity in meeting and adapting to a changing regulatory, social and economic environment. It also demonstrates the resilience of the providers that the Charity works

Achievements and performance delivering public benefit (continued)

with and the support that is given by both the Charity and providers to learners.

The Charity developed and launched a total of thirty new qualifications in 2020/21, which included a suite of Level 1 qualifications with eLearning, and the new Transport Manager qualifications for Road Haulage and Passenger Transport. A Level 3 road haulage qualification went on to become the top performing qualification (by income) for the year ending 2021.

A total of 108 qualifications were reviewed between 1 September 2020 and 31 August 2021. This included many of the reviews planned for 2021/22; these were bought forward to allow the product development team the space and time to focus on the review of the BIIAB (a sister company) qualification portfolio in 2021/22.

There were 23,513 registrations against fourteen occupational sectors. Registrations were highest for engineering and manufacturing occupations (37% of all registrations). Other strong performing sectors were Skills for Life, Learning, Employment and Progression (23%) and counselling and therapy (16%).

The Charity has continued to submit applications for approval to deliver additional end-point assessments throughout 2020/21. As a result, it was approved to offer twelve Apprenticeship Standards across three sectors. The Charity was the first (and currently only) end-point assessment organisation (EPAO) to be approved for the new Level 3 Youth Support Worker Apprenticeship Standard.

Development work was carried out during the year on a new awarding management platform prior to a go-live date of autumn 2022. The new platform will be used for awarding management across all aspects of the Charity and by other subsidiaries in the Group. It provides comprehensive regulatory compliance and an improved customer interface. The platform also has defined governance and risk management modules that will support the work of the Trustees and their responsibilities.

All staff had returned to work from furlough, on at least a flexible basis, by 1 September 2020 and on a full-time basis by October 2020.

Being part of a group structure, the Charity benefits from cross-group services that are delivered through the Member Services and Communications and Operations Directorates.

Member Services and Communications

The Membership and Communications team reported an increase in engagement with Centres during the year, reflecting the recovery from the impact of Covid-19 in 2019/20 and the resilience of both the Charity and its beneficiaries.

The team provided regular briefings and updates to Centres and held drop-in sessions for customers, providing information, advice and guidance. The business development team were restructured, changing the emphasis of the role to relationship management. Relationship managers moved to operating on a regional basis and have a portfolio of customers spanning across the Group., providing a central point of contact for all group-side services. The team are also building with key regional stakeholders, intelligence from which is used to support product development, strategic and business planning.

Operations

The Operations team provided finance, IT and HR functions, data protection and the management of premises and health and safety, particularly in the context of Covid-19. Governance and risk management is the responsibility of the Chief Operating Officer who heads up this team.

Achievements and performance delivering public benefit (continued)

There was a staged re-opening of Charity premises with, in some instance, a move to permanent home working for some staff. For other staff, whose role permits it, flexible working patterns that supported a mix of home and office-based work was introduced. A Covid-19 Risk Assessment was developed in advance of staff returning and updated/maintained to reflect new and emerging guidance. The development of this was supported by a group of staff from different teams and entities within the Group. Health and safety equipment and resources have been purchased to help mitigate the risk of Covid-19 in the workplace.

The "lockdown" period tested the ability of the Charity to work remotely whilst continuing to support customers and maintain business functions. This was, generally, very successful but raised questions about the longer term need to sustain remote working and provide professional online support for customers. It became clear that there is far wider acceptance of online professional development and an increasing willingness to participate in virtual meetings and events. As it was felt that this way of working was likely to continue post-pandemic, IT hardware and other resources needed to support remote working and the growth objectives of the Charity were identified. Investment was made into audio visual equipment supporting virtual and hybrid meetings (a mix of virtual participants and face-to-face).

b. Fundraising standards information

The charity does not carry out any significant fundraising activities.

Financial review

a. Going concern

Trustees worked closely with the Executive Leadership Team to develop strategic and operational plans that not only mitigate the impact of Covid-19 but also supported the sustained growth of the Group and its subsidiary charities. Such plans included the development of new products and services, and the identification of resources needed to support current and future planned developments. The acquisition of BIIAB Qualifications Limited (BIIAB), which presented itself at the start of the previous financial year, was completed in February 2021. This followed detailed financial and legal due diligence. In agreeing the purchase, Trustees were keen to protect the financial health of the Group and its subsidiary charities. A purchase agreement was, therefore, put into place providing a model supporting a) minimal cash payment on the date of purchase; and, b) staged purchase payments linked to profitability over a five-year period. The acquisition of BIIAB significantly extended the portfolio of services offered across the Group, increasing the number of customers and access to market. Trustees are confident that BIIAB will make a positive contribution to the on-going financial growth of the Skills and Education Group.

Trustees have also looked at "going concern" in the context of Covid-19, the impact of this and the ways which any impact can be mitigated. Trustees remain confident that the Charity has the continuing resilience to adapt and develop its strategic and operational business plans to meet the needs of its beneficiaries and to find new ways of working.

Based on this work, trustees have a continuing reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Consequently, the trustees continue to adopt the going concern basis of accounts in preparing the financial statements. Further details on the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific purpose should be maintained at a level necessary to provide a contingency to support day-to-day business activities in the event of reduced income and provide a strategic fund to develop and grow the Charity. Trustees also wish to build reserves to fulfil a Group-wide objective to support social mobility.

In line with best practice guidance, Trustees review the reserves policy each year and confirm that this level of reserve has been maintained.

It is the Charity's policy to work to building and maintaining reserves to:

- support the short, medium and long-term objectives of the Charity and its subsidiary charities
- re-invest any surplus funds to support, develop and expand the delivery of high-quality services
- re-invest any surplus funds to support activities that enable social mobility and provide a public benefit
- maintain sufficient reserves that are readily realisable to sustain operations as and when required
- cover deficits, when arising, from general reserves
- mitigate the risks of unforeseen challenges, emergencies or other unexpected requirement for funds
- maintain designated funds that recognise funds that are to be used for a specific purpose
- cover statutory obligations to close down and wind-up the charitable Charity's affairs in an orderly manner, if and when required.

Unrestricted funds at the end of the year were £1,670,574 (2020: £1,371,955) and free reserves at the end of the year are £1,562,116 (2020 £1,319,089) which is in line with the reserves policy. The reserves policy is set at group level and more details on the policy are available in the Skills and Education Group accounts.

c. Financial performance and position

The Charity remains in a financially healthy position and continues to meet its agreed financial targets. The Charity achieved a surplus of £298,619 (2020: £107,050).

Total income was £1,881,515 (2020: £1,630,318). Expenditure was £1,582,896 (2020: £1,523,268). Salaries and associated costs remain the primary cost to the Charity.

Net assets at the year-end are £1,670,574 (2020: £1,371,955). All funds are unrestricted.

d. Risk management

Trustees remain aware of the educational and political environment in which the Charity operates and recognise, in particular, the challenges facing providers in the further education sector.

Key risks to the Charity are:

- A fast-changing political environment that has an impact on education policy and funding to support this
- Regulatory changes and a failure to respond to these in the way that is needed to ensure continuing compliance
- Failure to appropriately manage and store personal data leading to a data breach under the General Data Protections regulations
- The ongoing impact of Covid-19 on education as well as the wide economy.

Trustees are satisfied that the systems and review processes are in place to mitigate and manage the risks. Strategic risks are managed and monitored through risk registers; one for each of the charities within the charitable group. Risk registers are reviewed and updated by the Executive Leadership Team on a quarterly basis prior to a review by Trustees.

Risk registers are rated on a weighted likelihood and impact scale based on Charity Commission guidance.

A Covid 19 Risk Assessment was carried out in August 2020 prior to the office fully re-opening for all staff after the first national lockdown. The Risk Assessment identifies the control measures and actions need to ensure compliance with restriction measures and to ensure a safe working environment. The Risk Assessment is reviewed on a monthly basis and/or when there are changes to the restrictions put into place by the Government.

Structure, governance and management

a. Constitution

The organisation is a charitable company limited by guarantee, incorporated on 30 November 2000.

The company was set-up under a Memorandum of Association which established the objectives and powers of the charitable company and is governed under its Articles of Association. The Articles were most recently revised in October 2018 and reflect current structural and governance requirements.

Skills and Education Group Awards is a controlled charity within the wider Skills and Education Group which includes:

- Skills and Education Group, the parent charitable company, limited by guarantee
  Company Number 02640936
  Charity Number 1004087

- Skills and Education Group Access (formerly Open College Network Yorkshire and Humber Region) a charitable company limited by guarantee:
  Company Number 03773914
  Charity Number 1088839

Structure, governance and management (continued)

- BIIAB Qualifications Limited, a company limited by shares
  Company Number 10054831

- Quality License Scheme Limited (from 1 September 2021) a private company limited by guarantee without share capital
  Company Number 10051052

b. Methods of appointment or election of Trustees

There were three changes to the Board of Trustees during the year:

J B Lanning (resigned 5 July 2021)
P J Beach (appointed 20 April 2021) (resigned 22 October 2021)
S E Powell (appointed 12 January 2021)

Newly appointed trustees were recruited in accordance with the Articles of Association adopted 16 October 2018 under Article 27:

“directors (trustees) shall be appointed or removed by the majority of members (from time to time) by service of written notice at the registered office of the association”.

All newly appointed trustees complete a skills audit to ensure a balance of skills, knowledge and experiences to support the development of the charity. Trustee recruitment reflects on-going and future skills and knowledge needs.

c. Policies adopted for the induction and training of Trustees

Newly appointed trustees receive an induction under the direction of the Chief Executive. This normally includes an introductory visit to Robins Wood House when the opportunity to meet with key staff to gain a detailed understanding of the Charity and the subsidiaries within this.

Trustees complete a declaration of interest record and skills audit on appointment. Declarations are noted on a Register which is reviewed and updated on an annual basis.

Structure, governance and management (continued)

d. Organisational structure and decision-making policies

The Board of Trustees meets four times a year. Trustees:

- support the CEO and Executive Leadership Team to determine the strategic direction of the charity and review annual strategic plans, business plans and Key Performance Indicators
- approve annual budgets, receive and review quarterly management accounts to monitor and challenge performance
- review and monitor the strategic risk register to ensure that the appropriate controls are in place to mitigate risks
- ensure that appropriate governance review mechanisms are in place and that performance is reviewed and that Charity Commission guidance is followed.

A Chairs and ELT Group meets four times a year and enables the Chairs to have a collective and strategic oversight of the Charity. The Chairs of the Charity, Skills and Education Group, Skills and Education Access and BIIAB Qualifications Limited are members of this Group.

The group meets prior to quarterly Board of Trustees meetings and provides a structure for the Chairs to review and monitor:

- the performance of the CEO and the Executive Leadership Team
- financial performance for the Charity and take a holistic view of all entities within the group structure
- performance against strategic and business plans for the Charity and all other entities
- identify opportunities for growth and the approach that may be taken to progress these
- determine longer-term strategic direction to help shape plans and proposals for all Trustees to consider

The Charity Chair is a Trustee of the Skills and Education Group, an appointment made under article 21 of the Skills and Education Group Articles.

Day-to-day management of the Charity is delegated to the Group Chief Executive Officer, Paul Eeles, who is supported by:

- the Chief Operating Officer/Company Secretary (COO), Simon Feneley-Lamb
- Director of Member Services and Communications, Scott Forbes
- Director of Awarding Services, Michael White.

The CEO, COO and two Directors form the Executive Leadership Team. The COO is the Company Secretary for the purpose of Company Law.

The Executive Leadership Team meets on a weekly basis with one meeting a month having a focus on financial performance. Other discussion items include:

- strategic issues, new opportunities and overall business performance
- financial performance and budgets
- human resources, resources and succession planning
- compliance and regulation, including Ofqual, QAA, CCEA, Qualification Wales Charities Commission and the Information Commissioners Officer.

At the end of 2021, a senior management team (SMT) consisting of Heads of Service was created. This reflects the size and diverse nature of the Group of charities/companies. The SMT meet monthly and inform the development and implementation of day-to-day business/operational plans and longer-term strategic plans.

Structure, governance and management (continued)

In addition, a Scrutiny Group meets once a month to formally review regulatory needs across all awarding functions and other regulatory requirements including those relating to the Information Commissioners Officer (ICO), Companies House and the Charity Commission. Scrutiny Group membership is the ELT, Deputy Director of Awarding/Responsible Officer, Head of Access, Head of Compliance and Regulation and the Head of Quality.

e. Pay policy for key management personnel

Remuneration for the Chief Executive is determined by the Chairs of the Skills and Education Group and subsidiary charities. The Chief Executive determines the remuneration for all staff, including the Executive Leadership Team.

Annual cost of living pay awards for all other staff are subject to recommendation to and approval of the Board of Trustees.

Plans for future periods

Trustees supported the development and adoption of "Ambition 2025", challenging assumptions and using their skills and knowledge to define objectives and associated targets. Ambition 2025 is a five-year strategic plan that articulates ten key priorities that will take the Charity forward. This re-defined the Charity's purpose, mission and vision to reflect the expanded Group and the services that this now provides:

Purpose

1. To support the development and delivery of further education and skills providers and their staff
2. Champion and support the social impact of the further education and skills sector
3. To develop and award industry relevant, high-quality qualifications, awards, accreditations and end-point assessments
4. To be a national leader in Access to HE, awarding high quality Access to HE Diplomas that enable learners to progress into further study and/or employment.

Mission

The advancement of skills and education to improve the lives of individuals.

Vision

To provide high-quality services centred on collaboration, responsiveness and diversity, supporting our members and customers to positively impact on the learners, communities and sectors they serve to achieve their full potential, no matter what their age, background or ability.

Plans for future periods (continued)

The plans set annual key performance indicators in the context of a longer-term objectives:

- To see a growth in membership
- Increase the number of people participating in professional development events
- An increase in the uptake of grants to learners awarded through the Group's Foundation
- The appointment of champions to support social mobility
- Year-on-year increase in the number of certificates issued for regulated and non-regulated activities
- Increase the number of Ofqual-regulated awards
- Increase turnover
- Develop an international offer for Access to HE
- Undertake staff surveys, targeting a year-on-year increase in overall staff satisfaction
- Development and sign-off by Trustees of a five-year product development plan.

Trustees recognised the importance of the White Paper "Skills for Jobs: Lifelong Learning for Opportunity and Growth" (published January 2021) and continue to consider the future direction of the Charity in the context of further education reforms. Trustees recognise the importance of accessible, responsive, and flexible training and the role that employers have in this. The future plans of the Charity are aligned to the White Paper (much of which has been welcomed by the further education sector) and are reflected in business plans that support Ambition 2025.

Trustees also note, the intent for excellent teaching in further education and the role that the Charity has through its professional development offer in supporting this.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity 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 . 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 Charity and of its incoming resources and application of resources, including its income and expenditure, 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Charity will continue in business.

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

Disclosure of information to auditor

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware, and
- the Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

Approved by order of the members of the board of Trustees and signed on their behalf by:

G.Clipson (Mar 31, 2022 12:25 GMT+1)

G Clipson MBE
(Chair of Trustees)
Date: Mar 31, 2022

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS

Opinion

We have audited the financial statements of Skills and Education Group Awards (the 'charitable company') for the year ended 31 August 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the trustees' report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the directors' 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 directors' report.

We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS (CONTINUED)

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the sector in which it operates, and considered the risk of such regulations, including fraud. Based on our understanding of the charitable company, we identified that the principal risks of non-compliance with laws and regulations related to license regulations for awarding and assessment activities, and we considered the extent to which non-compliance might have a material effect on the financial statements. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error.

We focussed on laws and regulations relevant to the trust which could give rise to a material misstatement in the financial statements. Our testing included discussions with management and directors with direct responsibility for the compliance with laws and regulations, agreeing financial statement disclosures to underlying supporting documentation, and reviewing legal expenses. There are inherent limitations in the audit procedures described 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.

As part of our audit, we addressed the risk of management override of internal controls, including testing of journals and review of the nominal ledger. We evaluated whether there was evidence of bias by the directors that represented a risk of material misstatement due to fraud.

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

irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

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

Jane Marshall (Apr 4, 2022 14:07 GMT+1)

Jane Marshall (senior statutory auditor)
for and on behalf of
BHP LLP
2 Rutland Park
Sheffield
S10 2PD

Date: Apr 4, 2022

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2021

	Note	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:				
Charitable activities	4	**1,875,429**	**1,875,429**	1,624,647
Investments	5	**117**	**117**	3,091
Other income	6	**5,969**	**5,969**	2,580
Total income		**1,881,515**	**1,881,515**	1,630,318
Expenditure on:				
Charitable activities	7	**1,582,896**	**1,582,896**	1,523,268
Total expenditure		**1,582,896**	**1,582,896**	1,523,268
Net movement in funds		**298,619**	**298,619**	107,050
Reconciliation of funds:				
Total funds brought forward		**1,371,955**	**1,371,955**	1,264,905
Net movement in funds		**298,619**	**298,619**	107,050
Total funds carried forward		**1,670,574**	**1,670,574**	1,371,955

The Statement of financial activities includes all gains and losses recognised in the year.

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)
REGISTERED NUMBER: 04117784

BALANCE SHEET
AS AT 31 AUGUST 2021

	Note		2021 £		2020 £
Fixed assets					
Intangible assets	11		**93,290**		34,447
Tangible assets	12		**15,168**		18,419
			108,458		52,866
Current assets					
Stocks	13	**28,855**		24,180	
Debtors	14	**233,196**		133,445	
Cash at bank and in hand		**1,455,331**		1,226,258	
		1,717,382		1,383,883	
Creditors: amounts falling due within one year	15	**(155,266)**		(64,794)	
Net current assets			**1,562,116**		1,319,089
Total assets less current liabilities			**1,670,574**		1,371,955
Total net assets			**1,670,574**		1,371,955
Charity funds					
Unrestricted funds	16		**1,670,574**		1,371,955
Total funds			**1,670,574**		1,371,955

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

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

G.Clipson (Mar 31, 2022 12:25 GMT+1)

G Clipson MBE
(Chair of Trustees)
Date: Mar 31, 2022

The notes on pages 19 to 34 form part of these financial statements.

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Note	2021 £	2020 £
Cash flows from operating activities			
Net cash provided by operating activities	18	**301,589**	11,802
Cash flows from investing activities			
Bank interest		**117**	3,091
Purchase of intangible assets		**(72,633)**	-
Purchase of tangible fixed assets		**-**	(19,502)
Net cash used in investing activities		**(72,516)**	**(16,411)**
Change in cash and cash equivalents in the year		**229,073**	**(4,609)**
Cash and cash equivalents at the beginning of the year		**1,226,258**	1,230,867
Cash and cash equivalents at the end of the year	19	**1,455,331**	1,226,258

The notes on pages 19 to 34 form part of these financial statements

1. General information

The Charity is a company limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. It's aim is the advancement of the education and training of young people and adults primarily through the provision of nationally recognised qualifications.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

The financial statements have been prepared in £ sterling which is the functional currency of the charity, rounded to the nearest £1.

2.2 Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2.3 Income

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

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2. Accounting policies (continued)

2.4 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.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Intangible assets and amortisation

Intangible assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Assets under development	-		Not depreciated
Website	-	25 %	straight line
Software	-	20 %	straight line

2. Accounting policies (continued)

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Computer equipment	- 6 years straight line
Marketing equipment	- 3 years straight line

2.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

2.9 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.

2.10 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.

2.11 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 Charity 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.

2. Accounting policies (continued)

2.12 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2.13 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 Charity and which have not been designated for other purposes.

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

***3.* 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:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

There were no critical accounting estimates or assumptions this year that are deemed to be material in nature to the financial statements.

4. Income from charitable activities

	Unrestricted funds 2021 £	**Total funds 2021 £**	Total funds 2020 £
Accredited	1,622,834	**1,622,834**	1,420,205
Non-Accredited	252,595	**252,595**	204,442
	1,875,429	**1,875,429**	1,624,647
Total 2020	1,624,647	1,624,647	

4. Income from charitable activities (continued)

Income within this classification represent course and licensing fees and assessment income.

5. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Interest receivable	117	**117**	3,091
Total 2020	3,091	3,091	

6. Other incoming resources

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Admin fees and other income	5,969	**5,969**	2,580
Total 2020	2,580	2,580	

7. Analysis of expenditure on charitable activities

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Accredited	1,384,075	**1,384,075**	1,322,192
Non-Accredited	198,821	**198,821**	201,076
	1,582,896	**1,582,896**	1,523,268
Total 2020	1,523,268	1,523,268	

8. Analysis of expenditure by activities

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £	Total funds 2020 £
Accredited	257,489	1,126,586	**1,384,075**	1,322,192
Non-Accredited	23,185	175,636	**198,821**	201,076
	280,674	1,302,222	**1,582,896**	1,523,268
Total 2020	452,674	1,070,594	1,523,268	

8. Analysis of expenditure by activities (continued)

Analysis of direct costs

	Accredited 2021 £	**Non-Accredited 2021 £**	**Total funds 2021 £**	Total funds 2020 £
Staff costs	72,903	11,347	**84,250**	274,855
Moderator costs	136,143	-	**136,143**	90,779
Centre approval costs	3,668	-	**3,668**	5,627
Certificates	35,771	-	**35,771**	38,753
QLS audit	-	5,600	**5,600**	11,928
Centre audit	9,004	-	**9,004**	12,107
Bad debt expense	-	6,238	**6,238**	18,625
	257,489	23,185	**280,674**	452,674
Total 2020	387,534	65,140	452,674	

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Accredited 2021 £	**Non-Accredited 2021 £**	**Total funds 2021 £**	Total funds 2020 £
Staff costs	816,595	127,103	**943,698**	814,257
Depreciation	14,745	2,295	**17,040**	14,662
Business stationery	2,060	321	**2,381**	103
Marketing and business development	11,535	1,795	**13,330**	2,643
Legal, professional and insurance	1,408	219	**1,627**	10,977
Travel, subsistence and conference costs	7,344	1,143	**8,487**	32,450
Bank charges	1,316	205	**1,521**	1,506
Development costs	46,120	7,109	**53,229**	10,951
Sundry expenses	32,915	5,123	**38,038**	19,121
Parent supplied recharge	105,762	16,462	**122,224**	77,766
IT expenses	42,955	6,686	**49,641**	42,330
Irrecoverable VAT	26,380	4,458	**30,838**	28,308
Donations	10,816	1,684	**12,500**	7,260
Audit fees	6,635	1,033	**7,668**	8,260
	1,126,586	175,636	**1,302,222**	1,070,594
Total 2020	934,658	135,936	1,070,594	

Support costs have been allocated on the basis of the income split between accredited and non-accredited.

9. Staff costs

The below staff costs were recharged from the parent charity:

	2021	2020
	£	£
Wages and salaries	**860,867**	918,946
Social security costs	**81,506**	87,115
Pension costs	**85,575**	83,051
	1,027,948	1,089,112

The above costs represent staff, including key management personnel, working on behalf of the charity, but paid through the parent controlling organisation. These costs represent a mixture of direct and support costs which are analysed separately within the relevant notes.

The charity did not directly employ any members of staff in the current or comparative year and therefore no employee received remuneration amounting to more than £60,000 in either year.

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2020 - £NIL).

During the year, no expenses were reimbursed to Trustees (2020: travel expenses totalling £331 were reimbursed 3 trustees).

11. Intangible assets

	Assets under development £	Website £	Software £	Total £
Cost				
At 1 September 2020	**-**	**93,195**	**-**	**93,195**
Additions	**31,677**	**19,415**	**21,541**	**72,633**
At 31 August 2021	**31,677**	**112,610**	**21,541**	**165,828**
Amortisation				
At 1 September 2020	**-**	**58,748**	**-**	**58,748**
Charge for the year	**-**	**13,376**	**414**	**13,790**
At 31 August 2021	**-**	**72,124**	**414**	**72,538**
Net book value				
At 31 August 2021	**31,677**	**40,486**	**21,127**	**93,290**
At 31 August 2020	-	34,447	-	34,447

12. Tangible fixed assets

	Computer equipment £	Marketing equipment £	Total £
Cost or valuation			
At 1 September 2020	**29,833**	**4,644**	**34,477**
At 31 August 2021	**29,833**	**4,644**	**34,477**
Depreciation			
At 1 September 2020	**11,414**	**4,644**	**16,058**
Charge for the year	**3,251**	**-**	**3,251**
At 31 August 2021	**14,665**	**4,644**	**19,309**
Net book value			
At 31 August 2021	**15,168**	**-**	**15,168**
At 31 August 2020	18,419	-	18,419

13. Stocks

	2021 £	2020 £
Finished goods and goods for resale	**28,855**	24,180

14. Debtors

	2021 £	2020 £
Trade debtors	**173,582**	99,029
Amounts owed by group undertakings	**10,282**	2,214
Other debtors	**999**	1,172
Prepayments and accrued income	**48,333**	31,030
	233,196	133,445

15. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	**26,987**	27,497
Amounts owed to group undertakings	**61,211**	1,034
Other taxation and social security	**3,340**	1,601
Other creditors	**2,520**	159
Accruals and deferred income	**61,208**	34,503
	155,266	64,794

	2021 £	2020 £
Deferred income at 1 September 2020	**25,375**	23,042
Resources deferred during the year	**27,292**	25,375
Amounts released from previous periods	**(25,375)**	(23,042)
Deferred income at 31 August 2021	**27,292**	25,375

Deferred income represents monies received in advance for learner registrations on accredited and non-accredited courses.

16. Statement of funds

Statement of funds - current year

	Balance at 1 September 2020 £	Income £	Expenditure £	Balance at 31 August 2021 £
Unrestricted funds				
General funds	**1,371,955**	**1,881,515**	**(1,582,896)**	**1,670,574**

Statement of funds - prior year

	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
Unrestricted funds				
General funds	1,264,905	1,630,318	(1,523,268)	1,371,955

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	15,168	**15,168**
Intangible assets	93,290	**93,290**
Current assets	1,717,382	**1,717,382**
Creditors due within one year	(155,266)	**(155,266)**
Total	1,670,574	**1,670,574**

17. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	18,419	18,419
Intangible fixed assets	34,447	34,447
Current assets	1,383,883	1,383,883
Creditors due within one year	(64,794)	(64,794)
Total	1,371,955	1,371,955

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

	2021 £	2020 £
Net income for the year (as per Statement of Financial Activities)	**298,619**	107,050
Adjustments for:		
Depreciation charges	**3,251**	1,083
Amortisation charges	**13,790**	13,579
(Increase) in stocks	**(4,675)**	(13,474)
(Increase)/decrease in debtors	**(99,751)**	42,544
Increase/(decrease) in creditors	**90,472**	(135,889)
Bank interest	**(117)**	(3,091)
Net cash provided by operating activities	**301,589**	11,802

19. Analysis of cash and cash equivalents

	2021	2020
	£	£
Cash in hand	**1,455,331**	1,226,258
Total cash and cash equivalents	**1,455,331**	1,226,258

20. Analysis of changes in net debt

	At 1 September 2020	Cash flows	At 31 August 2021
	£	**£**	**£**
Cash at bank and in hand	**1,226,258**	**229,073**	**1,455,331**
	1,226,258	**229,073**	**1,455,331**

21. Related party transactions

During the year the charity was recharged wages and other costs from its parent, totalling £1,150,172 (2020: £872,359), and made payments to its parent totalling £1,106,868 (2020: £1,166,878). At the year end an amount of £60,238 (2020: £1,034) was owed to Skills and Education Group.

Skills and Education Group Access, a subsidiary of the parent company Skills and Education Group, was recharged costs of £15,043 (2020: £20,764) and payments were made to this charity of £4,003 (2020: £55,387). At the year end a balance of £973 (2020: £2,214 owed by) was owed to Skills and Education Group Access to the charity.

BIIAB, a subsidiary of the parent company Skills and Education Group and was acquired on 28 February 2021 was recharged costs of £10,732. At the year end a balance of £10,282 was owed by BIIAB to the charity.

Paul Eeles, a trustee, was a director of Federation of Awarding Bodies until December 2020. During the year, purchases of £14,748 (2020: £nil) were made from Federation of Awarding Bodies. There was £11,134 owed to Federation of Awarding Bodies at the year end (2020: £nil).

JB Lanning, a trustee, is the Vice Chair at City College Norwich. During the year, income of £1,372 (2020: £nil) was received from City College Norwich. There were no amounts owed by City College Norwich at year end (2020: £nil).

22. Controlling party

The charity is managed and controlled by its immediate and ultimate parent Skills and Education Group, which is a registered charity (number 1004087) and a company limited by guarantee incorporated in England and Wales (company number 02640936).

The most senior parent entity producing publicly available consolidated financial statements is Skills and Education Group. These financial statements are available upon request from Skills and Education Group, Robins Wood House, Robins Wood Road, Aspley, Nottingham, Nottinghamshire, NG8 3NH.

SKILLS AND EDUCATION GROUP AWARDS LIMITED

England & Wales - Charity number 1086947

Accounts

Registered number: 04117784
Charity number: 1086947

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2020

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

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SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 AUGUST 2020

Trustees	J P Yarham, Chair (until 30 April 2020) (resigned 30 April 2020) Skills and Education Group E M Hartley (resigned 30 July 2020) J B Lanning G Clipson MBE, Chair (from 30 April 2020) A M Traynor D Whitemore (resigned 13 September 2019) S E Powell (appointed 12 January 2021)
Company registered number	04117784
Charity registered number	1086947
Registered office	Robins Wood House Robins Wood Road Aspley Nottingham NG8 3NH
Company secretary	S N Feneley-Lamb
Chief executive officer	P A Eeles
Independent auditor	BHP LLP 2 Rutland Park Sheffield South Yorkshire S10 2PD
Bankers	Natwest 536 Valley Road Nottingham NG5 1FL
Solicitors	Browne Jacobson LLP Mowbray House Castle Meadow Road Nottingham NG2 1BJ

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 AUGUST 2020

The Trustees (who are also Directors for the purpose of company law) present their annual report together with the audited financial statements of the Charity for the 1 September 2019 to 31 August 2020. The annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (published in October 2019).

Since the charity qualifies as small under section 382 of the Companies Act, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Objectives and activities

a. Policies and objectives

The Charity provides a range of service in furtherance of its charitable objective to support “the advancement of skills and education to improve the lives of individuals”. These services include:

- awarding and assessment services and qualification regulated by Ofqual, Qualifications Wales and CCEA (Northern Ireland)
- end-point assessment (EPA) services
- awarding and assessment services for non-regulated skills and education programmes
- local, regional and national stakeholder engagement to inform and support policy developments and implementation

The Charity’s strategic aims adopted in support of these objectives are identified by an annual strategic planning process culminating in a five-year strategic plan agreed and monitored by the Board of Trustees and revised as necessary.

Trustees agree Key Performance Indicators (KPIs) with the Executive Team, monitoring and measuring performance against these:

- customer satisfaction
- staff satisfaction
- level of turnover
- level of surplus as a % of turnover
- volume of business by key account centres

Achievements and performance delivering public benefit

a. Main achievements of the Charity

The first half of 2019/20 performed strongly with activity and income performing above budget expectations. The opportunity to acquire another awarding organisation presented itself at the start of the year and good progress was made with assessing the opportunity, the benefit that this may have to charity and its wider membership and beneficiaries. Progress was also made with financial and legal due diligence.

Achievements and performance delivering public benefit (continued)

The Covid-19 pandemic and the introduction of nationwide restrictions in March 2020 changed the operational management of the charity. All staff successfully moved to homeworking and were quickly set-up with IT and telephone hardware/systems enabling them to adopt a "business as usual" approach. However, as the extent of the restriction measures and the likely duration of these became clearer, the decision was taken to access support from the Coronavirus Job Retention Scheme (CJRS) and 70% of staff were placed on furlough. The remaining staff base formed a "core team" and took responsibility for the on-going management of the charity, its services and products. Staff members were brought out of furlough on a gradual basis and according to the growing needs of the charity. All staff had returned to work, on at least a flexible basis, by 1 September 2020.

CJRS was accessed as a way to help preserve the charity and its staff. Although some restructuring took place in the summer of 2020 resulting in a small number of redundancies, the charity emerged from the first lockdown in a good financial position and with the certainty of long future. End-of-year financial performance, which had been reforecast at the start of the March 2020 lockdown, exceeded expectations. The charity took the proactive approach of "learning from lockdown" by examining what worked well, what did not work as well and what working practices could be changed to adapt the new environment post-Covid 19.

Key achievements and performance across the different services and activities are identified below:

Awarding Services
As an End-point Assessment Organisation (EPAO), the Charity continues to develop a wide-range of Fashion and Textiles standards which will be used to assess apprentices at the end of their apprenticeship.

Development of a new suite of level 1 qualifications has begun which will include eLearning to enable learners with few or no appropriate qualifications to gain the confidence, skills and knowledge needed for progression on to higher level qualifications or provide an additionality for existing study programmes. This development supports the Charity's aim for "the advancement of skills and education to improve the lives of individuals" by developing a range of qualifications designed to support progression and social mobility.

Other developments during the year included qualifications to support the motor industry (air conditioning), manufacturing (welding and fabrication), youth and community (youth work) and animal care.

A number of animal care qualifications gained endorsement through a membership body and an agreement was secured to endorse the Charity's Welding and Fabrication qualifications by Lincoln Electric. This provides the assurance that the qualifications are both applicable and necessary for employers and learners.

Trustees have agreed, as part of the strategic planning process, to invest in the development of the qualifications to ensure that this continue to be fit-for-purpose and meet the needs of employers, centres/providers and learners. New qualification development will align to current and emerging economic and social needs. For example, work has begun on developing 7 new Level 1 qualifications to provide enrichment to learners on study programmes. Initial discussions have taken place with the GLAA (Gangmasters and Labour Abuse Authority) to develop a new Level 1 workers' rights qualification through a pilot funded by the Home Office. A new suite of Level 1 and Level 2 electric vehicle qualifications will be developed to help support the automotive sector with the government's agenda to phase out the sale of new petrol and diesel cars by 2030.

Taking these examples forward, the Skills and Education Group will continue to identify and respond to emerging needs through the development of products, support and services.

Achievements and performance delivering public benefit (continued)

Membership and Communications
The Business Development team played a key role in supporting customers and strengthening relationships during the lockdown period. The team also underwent a restructure, as part of a series of changes across the Group in Summer 2020.

Websites and external, customer facing platforms were continually reviewed. The ABC Awards and Certa Awards websites were combined into one, additional updates were also made to the main Group website.

Operations and Project Activities
A focus of the Directorate was on supporting the move to home working and on ensure that the infrastructure and resources were in place. This move was successful; staff have been able to access all applications, folders and files and have been able to keep in contact with each other and customers though the Voice Over Internet Protocol (VOIP) telephone system. MS Teams and Zoom were increasingly used for meetings, both internal and with customers, and to support professional development and information webinars. Board of Trustees meetings, by agreement, also successful moved to the Zoom platform.

The Qualification Licence Scheme which endorses the quality of non-regulated professional development courses was re-branded during the year and new descriptors introduces for courses endorsed by the scheme. A new website was introduced for the Quality Licence Scheme to reflect the new branding.

b. Fundraising standards information

The charity does not carry out any significant fundraising activities.

Financial review

a. Going concern

Trustees have worked closely with the Executive Leadership Team to develop strategic and operational plans that not only mitigate the impact of Covid-19 but also supported the sustained growth of the Group and its subsidiary charities. Such plans included the development of new products and services as well as the potential for acquisition where this complemented the charitable objectives of the Charity and ensured long-term financial growth and viability.

The opportunity to acquire BIIAB Qualifications Limited (BIIAB) presented itself at the start of the financial year. Trustees confirmed their support for progressing the opportunity to the financial and legal due diligence stage before making any final decision on whether to proceed with the purchase or not. The Covid-19 pandemic had an impact on the initial purchase timeline, but a benefit of this was that time could be taken to more fully understand the business to be acquired and how this may be affected by Covid-19 in the short, medium and long-term. Recognising that the BIIAB business (and the sector it provided services to) was only likely to be impacted on in the short term, Trustees agreed that there were medium to long-term benefits to the Group.

In agreeing the purchase, Trustees were keen to protect the financial health of the Group and its subsidiary charities. A purchase agreement was, therefore, put into place providing a model supporting a) minimal cash payment on the date of purchase; and, b) staged purchase payments linked to profitability over a five-year period. As part of going concern considerations, Trustees noted that this model ensured that:

- with only a limited call on cash at the point of aquistion, cash levels were protected
- the reserves policy to build and maintain reserves to meet day-to-day business needs in the event of reduced income could be met

Financial review (continued)

- budget forecasts suggests that future purchase payments could be met by BIIAB surplus negating the need to draw on Group cash or reserves
- there would be residual surplus (after agreed staged purchase payments) for reinvestment into the business and/or to support Group reserve levels
- a linking of purchase payments to BIIAB surplus means that such payments are affordable and minimised financial risk and impact on cash/cash-flow.

Trustees have also looked at "going concern" in the context of Covid-19, the impact of this and the ways which any impact can be mitigated. Trustees remain confident that the Charity has the resilience to adapt and develop its strategic and operational business plans to meet the needs of its beneficiaries and to find new ways of working.

This confidence is based on:

- An agile strategic approach that is responsive to external factors
- Accelerating the development and introduction e-learning applications and other technologies to support the launch of new products and services
- The prudent use of the CJRS in 2019/20 to protect the workforce and retain the necessary skills and expertise for the longer term
- Detailed analysis of income and expenditure linked to realistic activity projections that are underpinned by a positive cash flow
- The acquisition of BIIAB into the Group, the expansion of the range of qualifications, end-point assessments, products and services and the opportunity to engage a wide and more diverse customer base

Based on this work, trustees have a continuing reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Consequently, the trustees continue to adopt the going concern basis of accounts in preparing the financial statements. Further details on the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific purpose should be maintained at a level necessary to provide a contingency to support day-to-day business activities in the event of reduced income and provide a strategic fund to develop and grow the Charity. Trustees also wish to build reserves to fulfil a Group-wide objective to support social mobility.

In line with best practice guidance, Trustees review the reserves policy each year and confirm that this level of reserve has been maintained.

It is the Charity's policy to work to building and maintaining reserves to:

- support the short, medium and long-term objectives of the Charity and its subsidiary charities
- re-invest any surplus funds to support, develop and expand the delivery of high-quality services
- re-invest any surplus funds to support activities that support social mobility and provide a public benefit
- maintain sufficient reserves that are readily realisable to sustain operations as and when required
- cover deficits, when arising, from general reserves
- mitigate the risks of unforeseen challenges, emergencies or other unexpected requirement for funds
- maintain designated funds that recognise funds that are to be used for a specific purpose
- cover statutory obligations to close down and wind-up the charitable Charity's affairs in an orderly manner, if and when required.

Financial review (continued)

Unrestricted funds at the end of the year were £1,371,955 (2019: £1,264,905) and free reserves at the end of the year are £1,319,089, which is in line with the reserves policy. The reserves policy is set at group level and more details on the policy are available in the Skills and Education Group accounts.

c. Financial performance and position

The Charity remains in a financially healthy position and continues to meets its agreed financial targets. The Charity achieved a surplus of £107,050 (2019: £117,474).

Total income was £1,630,318 (2019: £1,926,537). Although below the budget target income for Awards products and services, income is above the reforecast position agreed in March 2020 which took into the account the likely impact of Covid-19.

Expenditure was £1,523,268 (2019: £1,809,063). The charity benefited from CJRS grants which protected jobs across the Group and helped support the charity through the early months of the pandemic. Salaries and associated costs remain the primary cost to the Charity.

Net assets at the year end are £1,371,955 (2019: £1,264,905). All funds are unrestricted.

d. Risk management

Trustees remain aware of the educational and political environment in which the Charity operates and recognise, in particular, the challenges facing providers in the further education sector.

Key risks to the Charity are:

- A fast-changing political environment that has an impact on education policy and funding to support this
- Regulatory changes and a failure to respond to these in the way that is needed to ensure continuing compliance
- Failure to appropriately manage and store personal data leading to a data breach under the General Data Protections regulations

Trustees are satisfied that the systems and review process are in place to mitigate and manage the risks. Strategic risks are managed and monitored through risk registers; one for each of the charities within the charitable group. Risk registers are reviewed and updated by the Executive Leadership Team on a quarterly basis prior to a review by Trustees.

Risk registers are rated on a weighted likelihood and impact scale based on Charity Commission guidance.

A Covid 19 Risk Assessment was carried out in August 2020 prior to the office fully re-opening for all staff after the first national lockdown. The Risk Assessment identifies the control measures and actions need to ensure compliance with restriction measures and to ensure a safe working environment. The Risk Assessment is reviewed on a monthly basis and/or when there are changes to the restrictions put into place by the Government.

Structure, governance and management

a. Constitution

The organisation is a charitable company limited by guarantee, incorporated on 30 November 2000.

The company was set-up under a Memorandum of Association which established the objectives and powers of the charitable company and is governed under its Articles of Association. The Articles were most recently revised in October 2018 and reflect current structural and governance requirements.

Skills and Education Group Awards is a controlled charity within the wider Skills and Education Group which includes:

- Skills and Education Group, the parent charitable company, limited by guarantee
  Company Number 02640936
  Charity Number 1004087

- Skills and Education Group Access (formerly Open College Network Yorkshire and Humber Region) a charitable company limited by guarantee:
  Company Number 03773914
  Charity Number 1088839

On the 1 March 2021, the Skills and Education Group acquired BIIAB Qualifications Limited (BIIAB). The Skills and Education Group is the parent company of BIIAB:

- BIIAB Qualifications Limited, a private limited company
  Company Number 10054831

b. Methods of appointment or election of Trustees

There were three changes to the Board of Trustees during the year:

J P Yarham (resigned 30 April 2020)
E M Hartley (resigned 30 July 2020)
S E Powell (appointed 12 January 2021)

Newly appointed trustees were recruited in accordance with the Articles of Association adopted 16 October 2018 under Article 27:

“directors (trustees) shall be appointed or removed by the majority of members (from time to time) by service of written notice at the registered office of the association”.

All newly appointed trustees complete a skills audit to ensure a balance of skills, knowledge and experiences to support the development of the charity. Trustee recruitment reflects on-going and future skills and knowledge needs.

Structure, governance and management (continued)

c. Policies adopted for the induction and training of Trustees

Newly appointed trustees receive an induction under the direction of the Chief Executive. This normally includes an introductory visit to Robins Wood House when the opportunity to meet with key staff to gain a detailed understanding of the Charity and the subsidiaries within this. In the last year, inductions have been online.

Trustees complete a declaration of interest record on appointment. Declarations are noted on Register which is reviewed and updated on an annual basis.

d. Organisational structure and decision-making policies

The Board of Trustees meets four times a year. Trustees:

- support the CEO and Executive Leadership Team to determine the strategic direction of the charity and approve and review annual strategic plans, business plans and Key Performance Indicators,
- approve annual budgets, receive and review quarterly management accounts to monitor and challenge performance
- review and monitor the strategic risk register to ensure that the appropriate controls are in place to mitigate risks
- ensure that appropriate governance review mechanisms are in place and that performance is reviewed and that Charity Commission guidance is followed

The Chairs and CEO Group, established in 2018, was extended in 2019/20 to include the Chief Operating Office and then, on appointment 1 September 2020, the Director of Member Services and Communications and the Director of Awarding Services. The “chairs” membership is:

- Chair, Skill and Education Group
- Vice-Chair, Skills and Education Group
- Chair, Skills and Education Group Awards
- Chair, Skills and Education Group Access

The group has been renamed the Chairs and Executive Leadership Group and enable the Chairs to have a collective and strategic oversight of the Charity. The group meets prior to quarterly Board of Trustees meetings and provides a structure for the Chairs of the Charity to meet with the CEO. The Chairs and CEO Group reviews and monitors:

- the performance of the CEO and the Executive Leadership Team
- financial performance across all Charities within the Group
- performance against strategic and business plans for all Charities within the Group
- identify opportunities for growth and the approach that may be taken to progress these
- determine longer-term strategic direction to help shape plans and proposals for all Trustees to consider

During 2019/20 a focus of the Chairs and Executive Leadership Group was on the acquisition of BIIAB Qualifications Limited. The Group also met to monitor and mitigate the impact of the Covid-19 pandemic on the Charity.

Financial advice and support is provided by a Trustee who is a financial controller at a large General College of Further Education.

Day-to-day management of the Charity is delegated to the CEO, Paul Eeles who is supported by:

Structure, governance and management (continued)

- the Chief Operating Officer/Company Secretary (COO), Simon Feneley-Lamb.
- Director of Member Services and Communications, Scott Forbes
- Director of Awarding Services, Michael White

The Executive Leadership Team meet twice a month, with the first meeting of each month focused on financial performance. Other discussion items include:

- strategic issues, new opportunities and overall business performance
- financial performance and budgets
- human resources, resources and succession planning
- compliance and regulation, including Ofqual, QAA, CCEA, Qualification Wales Charities Commission and the Information Commissioners Officer

e. Pay policy for key management personnel

Remuneration for the Chief Executive is determined by the Chairs of the Skills and Education Group and subsidiary charities. The Chief Executive determines the remuneration for all staff, including the Executive Leadership Team.

Annual cost of living pay awards for all other staff are subject to recommendation to and approval of the Board of Trustees.

Plans for future periods

Trustees approved strategic and business plans that were intended to support a year of development (2020/21) leading to the introduction of new products, support and services. The plans reflect the continuing impact of Covid 19 and associated restrictions that affect that way in which the charity can operate.

There are strategic objectives for 2020/21 are designed to take the charity forward while continuing to support the charitable objective “the advancement of skills and education to improve the lives of individuals”:

- Establish a strong development offer to support members and their staff respond to a changed landscape post Covid-19
- Develop a strong online offer to underpin the full range of products and services across the Group’s charities
- Invest in and harness technology to grow the charity’s offer post Covid-19
- Continue to invest in the grants programme of the Foundation to support social inclusion, particularly focused on the needs that learners may have a result of Covid-19
- Demonstrate the social impact of the charity on its members and customers
- Learn from operating in a Covid-19 world and structure staff, systems, process and physical resources to minimise the impact of Covid-19 and maximise the available opportunities
- Develop “ambition 2025”, a strategy that builds on the legacy of the charity and determine its direction

In 2019/20, the Skills and Education Group were presented with the opportunity to acquire BIIAB Qualifications Limited (BIIAB). A long-standing part of the British Institute of Innkeeping, BIIAB joined the Skills and Education Group on 1 March 2021. As part of the Group, BIIAB will retain its identity and focus on being the awarding body of choice for the hospitality industry, which employs over 3 million individuals.

In keeping with its drive to achieve educational, economic, and social advancement for all, the Skills and Education Group will collaborate with the British Institute of Innkeeping (BII) to continue to raise industry standards and champion the

Plans for future periods (continued)

talented individuals working in hospitality-licensed trades. BIIAB will retain its services in qualifications and apprenticeships that are available to BII members. The acquisition further strengthens the Skills and Education Group's position in the marketplace and will build its diverse product portfolio to continue to meet local, national, and international skills needs.

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity 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 Charity and of its incoming resources and application of resources, including its income and expenditure, 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 (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 Charity will continue in operation.

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

Disclosure of information to auditor

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware, and
- the Trustees have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

Approved by order of the members of the board of Trustees and signed on their behalf by:

Gillian Clipson (Apr 28, 2021 12:38 GMT+1)

G Clipson MBE
(Chair of Trustees)
Date: Apr 28, 2021

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SKILLS AND EDUCATION GROUP AWARDS

Opinion

We have audited the financial statements of Skills and Education Group Awards (the 'charitable company') for the year ended 31 August 2020 which comprise the statement of financial activities, the balance sheet, the cash flow statement and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If 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 the audit:

- the information given in the Trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and.
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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 directors' report.

We have nothing to report in respect of the following matters in relation to which 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

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

Jane Marshall

Jane Marshall (May 7, 2021 11:13 GMT+1)

Jane Marshall (Senior Statutory Auditor)
for and on behalf of
BHP LLP
2 Rutland Park
Sheffield
South Yorkshire
S10 2PD

Date: May 7, 2021

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2020

	Note	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Income from:				
Charitable activities	4	**1,624,647**	**1,624,647**	1,908,081
Investments	5	**3,091**	**3,091**	3,176
Other income	6	**2,580**	**2,580**	15,280
Total income		**1,630,318**	**1,630,318**	1,926,537
Expenditure on:				
Charitable activities	7	**1,523,268**	**1,523,268**	1,809,063
Total expenditure		**1,523,268**	**1,523,268**	1,809,063
Net movement in funds		**107,050**	**107,050**	117,474
Reconciliation of funds:				
Total funds brought forward		**1,264,905**	**1,264,905**	1,147,431
Net movement in funds		**107,050**	**107,050**	117,474
Total funds carried forward		**1,371,955**	**1,371,955**	1,264,905

The Statement of financial activities includes all gains and losses recognised in the year.

SKILLS AND EDUCATION GROUP AWARDS

(A company limited by guarantee)
REGISTERED NUMBER: 04117784

BALANCE SHEET
AS AT 31 AUGUST 2020

	Note		2020 £		2019 £
Fixed assets					
Intangible assets	11		**34,447**		48,026
Tangible assets	12		**18,419**		-
			52,866		48,026
Current assets					
Stocks	13	**24,180**		10,706	
Debtors	14	**133,445**		175,989	
Cash at bank and in hand		**1,226,258**		1,230,867	
		1,383,883		1,417,562	
Creditors: amounts falling due within one year	15	**(64,794)**		(200,683)	
Net current assets			**1,319,089**		1,216,879
Total assets less current liabilities			**1,371,955**		1,264,905
Total net assets			**1,371,955**		1,264,905
Charity funds					
Unrestricted funds	16		**1,371,955**		1,264,905
Total funds			**1,371,955**		1,264,905

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

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

Gillian Clipson (Apr 28, 2021 12:38 GMT+1)

G Clipson MBE
(Chair of Trustees)
Date: Apr 28, 2021

The notes on pages 17 to 30 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2020

	Note	**2020** **£**	2019 £
Cash flows from operating activities			
Net cash generated by operating activities	18	**11,802**	115,825
Cash flows from investing activities			
Interest income		**3,091**	3,522
Purchase of intangible assets		**-**	(20,530)
Purchase of tangible fixed assets		**(19,502)**	-
Net cash used in investing activities		**(16,411)**	**(17,008)**
Change in cash and cash equivalents in the year		**(4,609)**	**98,817**
Cash and cash equivalents at the beginning of the year		**1,230,867**	1,132,050
Cash and cash equivalents at the end of the year	19	**1,226,258**	1,230,867

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2020

1. General information

The Charity is a company limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. It's aim is the advancement of the education and training of young people and adults primarily through the provision of nationally recognised qualifications.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

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

The financial statements have been prepared in £ sterling which is the functional currency of the charity, rounded to the nearest £1.

2.2 Going concern

Trustees have looked at going concern impact of Covid-19 and the ways which any impact can be mitigated. Trustees remain confident that the Charity has the resilience to adapt and develop its strategic and operational business plans to meet the needs of its beneficiaries and to find new ways of working.

This confidence is based on:

- An agile strategic approach that is responsive to external factors
- Accelerating the development and introduction e-learning applications and other technologies to support the launch of new products and services
- The prudent use of the CJRS in 2019/20 to protect the workforce and retain the necessary skills and expertise for the longer term
- Detailed analysis of income and expenditure linked to realistic activity projections that are underpinned by a positive cash flow
- The acquisition of BIIAB into the Group, the expansion of the range of qualifications, end-point assessments, products and services and the opportunity to engage a wide and more diverse customer base

Based on this work, trustees have a continuing reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Consequently, the trustees continue to adopt the going concern basis of accounts in preparing the financial statements.

2. Accounting policies (continued)

2.3 Income

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

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 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.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

2.6 Intangible assets and amortisation

Intangible assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

The estimated useful lives are as follows:

Amortisation is provided on the following basis:

2. Accounting policies (continued)

2.6 Intangible assets and amortisation (continued)

Website	-	25 %	straight line

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £500 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Computer equipment	- 6 years straight line
Marketing equipment	- 3 years straight line

2.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

2.9 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.

2.10 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.

2.11 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 Charity 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.

2. Accounting policies (continued)

2.12 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2.13 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 Charity and which have not been designated for other purposes.

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

3. 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:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. There are no estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

4. Income from charitable activities

	Unrestricted funds 2020 £	**Total funds 2020 £**	Total unrestricted funds 2019 £
Accredited	1,420,205	**1,420,205**	1,719,925
Non-Accredited	204,442	**204,442**	188,156
	1,624,647	**1,624,647**	1,908,081
Total 2019	1,908,081	1,908,081	

Income within this classification represent course and licensing fees and assessment income.

5. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Interest receivable	3,091	**3,091**	3,176
Total 2019	3,176	3,176	

6. Other incoming resources

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Admin fees and other income	2,580	**2,580**	15,280
Total 2019	15,280	15,280	

7. Analysis of expenditure on charitable activities

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Accredited	1,322,192	**1,322,192**	1,462,176
Non-Accredited	201,076	**201,076**	346,887
	1,523,268	**1,523,268**	1,809,063
Total 2019	1,809,063	1,809,063	

8. Analysis of expenditure by activities

	Activities undertaken directly 2020 £	Support costs 2020 £	Total funds 2020 £	Total funds 2019 £
Accredited	387,534	934,658	**1,322,192**	1,462,176
Non-Accredited	65,140	135,936	**201,076**	346,887
Total 2020	452,674	1,070,594	**1,523,268**	1,809,063
Total 2019	470,466	1,338,597	1,809,063	

Analysis of direct costs

	Accredited 2020 £	Non-Accredited 2020 £	Total funds 2020 £	Total funds 2019 £
Staff costs	240,268	34,587	**274,855**	274,855
Moderator costs	90,779	-	**90,779**	140,350
Centre approval costs	5,627	-	**5,627**	2,819
Certificates	38,753	-	**38,753**	17,811
QLS audit	-	11,928	**11,928**	21,617
Centre audit	12,107	-	**12,107**	13,014
Bad debt expense	-	18,625	**18,625**	-
	387,534	65,140	**452,674**	470,466
Total 2019	378,484	91,982	470,466	

8. Analysis of expenditure by activities (continued)

Analysis of support costs

	Accredited 2020 £	**Non-Accredited 2020 £**	**Total funds 2020 £**	Total funds 2019 £
Staff costs	711,794	102,463	**814,257**	796,327
Depreciation	12,817	1,845	**14,662**	13,903
Business stationery	90	13	**103**	2,455
Marketing and business development	2,310	333	**2,643**	11,050
Legal, professional and insurance	9,596	1,381	**10,977**	4,520
Travel, subsistence and conference costs	28,367	4,083	**32,450**	42,660
Bank charges	1,316	190	**1,506**	2,149
Development costs	9,573	1,378	**10,951**	21,506
Commission	-	-	**-**	387
Sundry expenses	16,716	2,405	**19,121**	17,562
Parent supplied recharge	65,724	12,042	**77,766**	326,088
IT expenses	37,003	5,327	**42,330**	42,795
Irrecoverable VAT	24,746	3,562	**28,308**	33,924
Donations	6,346	914	**7,260**	17,025
Audit fees	8,260	-	**8,260**	6,246
	934,658	135,936	**1,070,594**	1,338,597
Total 2019	1,083,692	254,905	1,338,597	

Support costs have been allocated on the basis of the income split between accredited and non-accredited.

9. Staff costs

The below staff costs were recharged from the parent charity:

	2020	2019
	£	£
Wages and salaries	**918,946**	899,300
Social security costs	**87,115**	86,051
Pension costs	**83,051**	85,832
	1,089,112	1,071,183

The above costs represent staff, including key management personnel, working on behalf of the charity, but paid through the parent controlling organisation. These costs represent a mixture of direct and support costs which are analysed separately within the relevant notes.

The charity did not directly employ any members of staff in the current or comparative year and therefore no employee received remuneration amounting to more than £60,000 in either year.

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2019: £nil).

During the year ended 31 August 2020, travel expenses totalling £331 were reimbursed or paid directly to 3 Trustees (2019 - £302 to 3 trustees).

11. Intangible assets

	Website £
Cost	
At 1 September 2019	**93,195**
At 31 August 2020	**93,195**
Amortisation	
At 1 September 2019	**45,169**
Charge for the year	**13,579**
At 31 August 2020	**58,748**
Net book value	
At 31 August 2020	**34,447**
At 31 August 2019	48,026

12. Tangible fixed assets

	Computer equipment £	Marketing equipment £	Total £
Cost or valuation			
At 1 September 2019	**10,331**	**4,644**	**14,975**
Additions	**19,502**	**-**	**19,502**
At 31 August 2020	**29,833**	**4,644**	**34,477**
Depreciation			
At 1 September 2019	**10,331**	**4,644**	**14,975**
Charge for the year	**1,083**	**-**	**1,083**
At 31 August 2020	**11,414**	**4,644**	**16,058**
Net book value			
At 31 August 2020	**18,419**	**-**	**18,419**
At 31 August 2019	-	-	-

13. Stocks

	2020 £	2019 £
Finished goods and goods for resale	**24,180**	10,706

14. Debtors

	2020 £	2019 £
Trade debtors	**99,029**	94,423
Amounts owed by group undertakings	**2,214**	36,837
Other debtors	**1,172**	999
Prepayments and accrued income	**31,030**	43,730
	133,445	175,989

15. Creditors: Amounts falling due within one year

	2020 £	2019 £
Trade creditors	**27,497**	26,181
Amounts owed to group undertakings	**1,034**	107,012
Other taxation and social security	**1,601**	2,195
Other creditors	**159**	680
Accruals and deferred income	**34,503**	64,615
	64,794	200,683

	2020 £	2019 £
Deferred income at 1 September 2019	**23,042**	55,402
Resources deferred during the year	**25,375**	23,042
Amounts released from previous periods	**(23,042)**	(55,402)
Deferred income at 31 August 2020	**25,375**	23,042

Deferred income represents monies received in advance for learner registrations on accredited and non-accredited courses.

16. Statement of funds

Statement of funds - current year

	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
Unrestricted funds				
General funds	**1,264,905**	**1,630,318**	**(1,523,268)**	**1,371,955**

Statement of funds - prior year

	Balance at 1 September 2018 £	Income £	Expenditure £	Balance at 31 August 2019 £
Unrestricted funds				
General funds	1,147,431	1,926,537	(1,809,063)	1,264,905

17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	18,419	**18,419**
Intangible fixed assets	34,447	**34,447**
Current assets	1,383,883	**1,383,883**
Creditors due within one year	(64,794)	**(64,794)**
Total	1,371,955	**1,371,955**

17. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior period

	Unrestricted funds 2019 £	Total funds 2019 £
Intangible fixed assets	48,026	48,026
Current assets	1,417,562	1,417,562
Creditors due within one year	(200,683)	(200,683)
Total	1,264,905	1,264,905

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

	2020 £	2019 £
Net income for the period (as per Statement of Financial Activities)	**107,050**	117,474
Adjustments for:		
Depreciation charges	**1,083**	-
Amortisation charges	**13,579**	13,903
Interest income	**(3,091)**	(3,522)
(Decrease) in stocks	**(13,474)**	(10,706)
Decrease/(increase) in debtors	**42,544**	(86,885)
(Decrease)/increase in creditors	**(135,889)**	85,561
Net cash provided by operating activities	**11,802**	115,825

19. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	**1,226,258**	1,230,867
Total cash and cash equivalents	**1,226,258**	1,230,867

20. Analysis of changes in net debt

	At 1 September 2019	Cash flows	At 31 August 2020
	£	£	£
Cash at bank and in hand	**1,230,867**	**(4,609)**	**1,226,258**
	1,230,867	**(4,609)**	**1,226,258**

21. Related party transactions

During the year the charity was recharged wages and other costs from its parent Skills and Education Group, totalling £872,359 (2019: £2,079,852), and made payments to its parent totalling £1,166,878 (2019: £2,009,671). At the year end an amount of £1,034 (2019: £107,012) was owed to Skills and Education Group.

Skills and Education Group Access, a subsidiary of the parent company Skills and Education Group, was recharged costs of £20,764 (2019: £32,022) and payments were made to this charity of £55,387 (2019: £4,815). At the year end a balance of £2,214 (2019: £36,837) was owed by Skills and Education Group Access to the charity.

22. Controlling party

The charity is managed and controlled by its immediate and ultimate parent Skills and Education Group, which is a registered charity (number 1004087) and a company limited by guarantee incorporated in England and Wales (company number 02640936).

The most senior parent entity producing publicly available consolidated financial statements is Skills and Education Group. These financial statements are available upon request from Skills and Education Group, Robins Wood House, Robins Wood Road, Aspley, Nottingham, Nottinghamshire, NG8 3NH.