

NATIONAL ASSOCIATION FOR GALLERY EDUCATION

England & Wales · Charity number 1087471

Details

Other names ENGAGE

Status Registered

Legal form Charitable company

Company number [04194208](#)

Registered 2001-07-11

Register [View on the Charity Commission register](#)

Contact

Address Nat Assoc for Gallery Education
Friars House
Manor House Drive
Coventry
CV1 2TE

Phone 02077295858

Email info@engage.org

Website www.engage.org

Activities

Objects: (A) TO PROMOTE AND ADVANCE EDUCATION, ESPECIALLY VISUAL EDUCATION, FOR THE PUBLIC BENEFIT IN PARTICULAR BY THE PROVISION OF TRAINING AND WORKSHOP FACILITIES IN GALLERY EDUCATION. (B) TO UNDERTAKE PROMOTE OR ASSIST IN PROMOTING RESEARCH INTO ALL ASPECTS OF GALLERY EDUCATION AND TO DISSEMINATE THE USEFUL RESULT OF SUCH RESEARCH FOR THE BENEFIT OF THE PUBLIC.

Activities: engage aims to promote greater access to and understanding and enjoyment of the visual arts through gallery education, by engaging with the public, artists, galleries and educators.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Arts/culture/heritage/science
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£439,272	£465,132	-	-
2024-03-31	£432,985	£459,419	-	-
2023-03-31	£466,166	£537,363	-	-
2022-03-31	£642,411	£517,047	£247,758	6
2021-03-31	£496,998	£481,895	-	-

Trustees

Name	Role	Appointed
Angharad Palin		2021-01-28
Bernard Hay		2022-12-12
Christopher David		2023-11-22
Damien McGlynn		2021-01-28
Ffion Rhys		2021-01-28
Gina Sophia De Cagna		2026-03-09
Marianna Michael		2023-11-22
Peter Rigg		2023-11-22
Professor Anita Taylor		2021-12-08

Accounts



**National Association for Gallery Education
operating as
Engage**

(A company limited by guarantee and not having a share capital)

**Charity No. 1087471
Company No. 4194208
OSCR No. SCO39719**

**REPORT & FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2025**

National Association for Gallery Education (operating as Engage)

For the year ended 31 March 2025

Contents

Reference and administrative information	3
Trustees' annual report	5
Independent examiner's report	17
Statement of financial activities (incorporating an income and expenditure account)	19
Balance sheet	20
Statement of cash flows	21
Notes to the financial statements	22

Directors and trustees

The trustees (who are the directors for the purposes of company law) throughout the year and at the date of signing the accounts were:

Andrew Lawson		Retired Nov 2024
Julian Nettel		
Janie Nicoll		Retired Nov 2024
Angharad Palin		
Damien McGlynn		
Ffion Rhys		
Anita Taylor	Chair	
Bernard Hay		
Laura Gabe		
Chris David	Treasurer	
Marianna Michael		
Peter Rigg		
Vivian Ching		Resigned Nov 2024
Jane Sillis	Chief Executive	

Reference and administrative details

Name and registration

The National Association for Gallery Education, operating as Engage, is a registered charity in England and Wales (1087471) and Scotland (OSCR No. SC039719) and a UK company limited by guarantee (4194208) registered in England and Wales.

Registered office and principal place of business

Friars House, Manor House Drive, Coventry, CV1 2TE from September 2024

National Association for Gallery Education (operating as Engage)

For the year ended 31 March 2025

Reference and administration information

Advisors

Independent examiner	Joanna Pittman Sayer Vincent LLP 110 Golden Lane London EC1Y 0TG
----------------------	---

Bankers	CAF Bank Ltd Kings Hill West Malling Kent ME19 4TA National Westminster Bank PLC Chancery Lane & Holborn PO Box 159 332 High Holborn London WC1V 7PS
---------	--

INTRODUCTION: Our approach to 2024/25

2024/25 was the third year of delivery against our mission that “Everyone has the opportunity to engage with visual art in ways that enrich their lives”, this is underpinned by a Theory of Change and delivered through five work streams: Train the workforce, Diversify the workforce, Increase profile and visibility of members’ practice, Provide opportunity for members to debate and shape practice, and Lead sector advocacy.

2024/25 was the second year of funding from Arts Council England as an Investment Principle Support Organisation. Engage aligned our work against two the ACE Investment Principles, Dynamism and Ambition and Quality. Engage Scotland’s work aligns with the priorities of Creative Scotland who supported our programmes in 2024/25 through the Extended Open fund. Engage Cymru’s is funded by and aligns with the priorities of Arts Council Wales.

During the year we established our base in Coventry, registered in 2024 and working with partners across the city and the Midlands.

2.0 MISSION AND PRIORITIES

Engage mission is that:

“Everyone has the opportunity to engage with visual art in ways that enrich their lives.”

2.1 Priority areas

Our mission will be delivered through five priority areas:

- Train the workforce
- Diversify the workforce
- Increase the profile and visibility of members’ practice
- Provide opportunity for members to debate and share practice
- Lead sector advocacy

3.0 OBJECTIVES & ACTIVITIES

3.1 Objectives

Engage’s objectives as set out in its Memorandum and Articles are to:

- Promote and advance education, especially visual arts education, for the public benefit, in particular through the provision of training and workshop facilities in gallery education.
- Undertake, promote, or assist in promoting research into all aspects of gallery education and to disseminate the useful results of such research for the benefit of the public.

3.2. Activities

In 2024/25 our activities were directed to deliver the five priority areas outlined above (2.1).

Progress was measured against SMART objectives agreed with the Board against each of these areas: governance and management; communications; finance and resilience; equality and diversity and environmental responsibility.

3.2.1. Train the workforce

We exceeded our training targets with 89% of participants reporting positively on the effectiveness of training (against a target of 85%) and 89% on its relevance (against a target of 70%) We delivered 99 training events against a target of 85.

Training focuses on: equality, diversity and inclusion, trauma informed practice, environmental responsibility, writing and podcasting skills, support for freelance practitioners, leadership in arts engagement, developing values-led practice and evaluation.

Comments from participants included:

"Nicely paced, very gentle, lots of really valuable contributions from everyone in the room."

"I thought that the facilitation was brilliant. I liked the balance of heavy information with lighter activities."

"Very warm and safe and well managed, and the facilitation itself felt trauma informed."

100% of participants in the Extend leadership programme reported they gained improved confidence as leaders, contributed to their organisations strategic planning and improved their knowledge of leadership styles. Comments included:

"Even though I'm not in a leadership role yet, I can feel it within me, that I'm ready to take that on. I think I have what it takes to do it."

"I'm entering this leadership world but I'm not quite there yet. Some of the things were floating around or I'd heard of, but this gave it context so it gave me the confidence to actually use it. I'd seen different leadership styles but now I've got the knowledge."

"It was quite comforting hearing from so many different leaders and they'd taken different routes or they've got different styles and they're all successful in their leadership roles so there's not just one way of doing it."

Training met the ACE *Ambition and Quality* investment principle, equipping participants with the skills and knowledge to deliver innovative, cutting-edge practice. *Dynamism* was delivered through nurturing a skilled and resilient workforce able to lead. *Diversity and inclusivity* and *Environmental Responsibility* were core topics throughout training programmes, with online provision supporting both access and modelling good environmental practice.

3.2.2. Diversify workforce

We exceeded our targets to diversify the workforce with 77% of Extend applicants identifying as Black, Asian, Ethnic Minority, deaf, disabled, LBQT+, from lower socio-economic backgrounds or represent a less advantaged group. (This compared with 60% in 2023/24.)

We worked with 13 diversity led organisations in 2024/25. Notably 50% of contributors to the Extend leadership programme identified with groups under represented in the cultural workforce.

With Art Link Central and supported by Creative Scotland, Engage Scotland worked with a group of disabled artists on a co-design programme to increase the visibility of disabled practitioners in the cultural sector in Scotland. Engage Cymru shared learning, with an artist designed piece, from work with three visual arts organisations and Wrexham University, exploring structural changes for an inclusive and equitable cultural sector.

This strand of activity supports the ACE *Inclusivity and Relevance* principle through activities and sharing evaluation.

3.2.3 Increase the profile and visibility of members' practice

Eight colleagues work show cased through the annual Marsh Awards for Excellence in Visual Arts Engagement with films online and an awards ceremony in March 2025 at Kettle's Yard, Cambridge. Case studies have been shared from the twelve awardees of the 2024 Stephen Palmer Fund.

Outcomes of the 2023-24 Max Literacy Awards, hosted by Meadow Arts, Nottingham Contemporary, and Take A Part were shared at the Engage Gathering in May 2025 and on the website.

Case studies from Art Encounters were shared, delivered by three clusters of cultural organisations in Arts Council England Priority Places in Devon in 2023/24 demonstrating the impact of work with children and young people. In 2024/25, Art Encounters, delivered by Take a Part and Engage, supported freelance artists in Wolverhampton and Walsall to work with children and young people in these Priority Places. Case studies are on the website.

11,300 participants across the UK took part in Let's Create Art in February 2025, Engage's annual campaign celebrating engagement in the visual arts. 8,000 participants were children and young people, 175 activities took place, hosted by 94 organisations, including 12 schools, led by 74 creative practitioners. 18 activities across England, Scotland and Wales were supported by the Copyright Licensing Agency, Arts Council England and Creative Scotland. Feedback from Let's Create Art activities was positive with:

100% of participants developing creative skills, 76% gaining confidence, 65% improved mental wellbeing, 65% new knowledge and skills in art and 54% improved self-esteem.

Comments included:

"There was a fantastic energy in the room from the moment the participants arrived to them walking out of the door."

"The workshop enabled us to connect to people that we haven't met before as well as work collaboratively and create beautiful artwork together."

This activity supported the ACE *Inclusivity and Relevance* principal by ensuring activities reflect members' current concerns and practice, and *Ambition and Quality* through supporting members to share and evaluate practice.

3.2.4. Provide opportunity for members to debate and share practice

Engage provided opportunities for 1,436 participants in 2024/25 through – resources, projects and programmes. With 1121 taking part in training and networking. The networking activities included Engage Rep Networking meetings, Council and the monthly online members sharing, Members Mingle. One participant commented:

"Will definitely attend in the future, find the meetings very valuable."

The Engage Gathering in Plymouth 13-15 May 2025 was hosted by KARST, Real Ideas, The Box, University of Plymouth, and broadcast online. There were 291 participants and 37 contributors. Feedback from participants was positive with 91% reporting a positive experience and 87% increased skills, knowledge and on the relevance of the event. Comments included:

"I think it's really important to get outside the institutional bubble and hear from people from different places to maintain your commitment to inclusive, social practice."

"I really valued being able to attend this Engage Gathering, especially since it was the first in person Engage Conference/Gathering since the Covid pandemic. As part of my commitment to my own lifelong learning and improvement I look to Engage for opportunities for new learning and networking."

"The cultural sector is forever evolving and the annual Engage Gathering creates exciting opportunities to meet with colleagues from peer cultural organisations to discuss pertinent issues and share knowledge within the sector. Thank you - I feel energised, inspired and refreshed!"

We launched the 2024 Journal at the Gathering focused on place-based visual arts engagement with a series of related post casts from contributors and workshops on writing and broadcasting to encourage colleagues. Through this strand of activity, we delivered the *Inclusivity and Relevance* and *Ambition and Quality* principles, both within our organisation and in our support for the sector.

3.2.5 Lead sector advocacy

Engage contributed to 57 advocacy activities in 2024/25 across Wales, Scotland and England, contributing to consultation on policy and programme delivery for statutory arts organisation, government, and trusts and foundations and teaching at higher education institutions.

This strand of activity enabled Engage to address the investment principles of *Inclusivity and Relevance* and *Ambition and Quality*, as Engage lead sector advocacy, collaborating with relevant partners to make the case for access to and resources for visual arts engagement and participation across the UK.

3.2.6. Membership

Average paid monthly membership were 493, just below our 2024/25 target of 500. However, we had 498 members in March 2025 compared 483 members in April 2024 demonstrating membership remains stable.

The simplified membership structure introduced in 2023/24 supporting individual members and small organisations continued to bed in and the team focused of reaching student and concessionary members.

3.2.7 Communications and social media

There were 5,520 sessions each month on the website. We have exceeded our target of 9,371 views of resources with 12,082 views. This increase is likely to be due to profiling of the Journal and podcasts via social media and newsletter. The team worked on a marketing strategy and plan in 2024/25.

3.2.8 Equality and diversity

In order to understand the diversity of our team and Board we began to record demographic data in response to our own needs and the requirement of funders. As a small organisation our data set for internal report is also small but we are able to demonstrate strong representation within female, disabled, lower socio-economic background and neurodiversity in our team.

3.2.9. Environmental Responsibility

The team completed Carbon Literacy Training. We hosted peer led sessions sharing positive action on Environmental Responsibility with colleagues in Scotland, Wales and England.

4.0. PUBLIC BENEFIT

The Charity Commission's general guidance ('Public Benefit: Rules for Charities', issued in February 2014 and 'Public Benefit: PB1, PB2, and PB3', issued in September 2013) on Public Benefit informs all reviews of Engage's aims and objectives carried out by the Board, and the planning of future activities.

- Engage aims to enhance the experience of audiences engaging with the visual arts in person or remotely. A large proportion of the institutions that Engage works with offer free or concessionary access to in-person and digital activities.
- Engage is a membership organisation, with members throughout the UK and internationally. Engage works with and through its membership to achieve its aims. The specific benefit provided to members in the form of professional support is central to the achievement of Engage's central aim that 'Everyone has the opportunity to engage with visual art in ways that enrich their lives'.
- Membership is open to all adults but is primarily for organisations and professionals working in visual arts engagement and participation to enjoy specific specialised resources to support them in their work with the general public.
- Fees for Engage membership are kept low in order that they are not restrictive, particularly for individual members.

5.0 IMPACT

1,436 participants have taken part across all Engage opportunities, resources, projects and programmes, 1121 of which were taking part in training and networking.

Feedback from participants in terms of impact through our programmes was strong, with 100% of these reported gaining leadership skills for example through the Extend leadership programme.

Work with Engage Scotland, Artlink Central with disabled artists to raise the visibility of disabled practitioners in Scotland is important example of Engage commitment to supporting structural change for equality and inclusion in the cultural sector.

Advocacy remained a strength with Engage providing evidence to the Curriculum and Assessment Review and participating in the All Party Parliamentary Group for Art, Craft and Design Education.

6.0 FUNDRAISING

Engage secured support from Arts Council England, Creative Scotland and Arts Council Wales through the year. Unrestricted funds were received from the Copyright Licencing Agency. We continued to work in partnership with the Marsh Charitable Trust and the Max Reinhardt Charitable Trust. We secured new funding from Creative Scotland through Multi Year Funding for the next three years 2025-28.

7.0 FUTURE PLANS

Engage refined its purpose integrating equality and inclusion and Environmental Responsibility across four areas of future work:

- Train the workforce

- Increase the profile and visibility of members' practice
- Provide opportunity for members to debate and share practice
- Lead sector advocacy.

In 2025 we will strengthen partnerships in Coventry, working across the city and beyond on plans for engagement alongside the British Art Show 10, opening in Coventry in 2026. We will cement our work in the Midlands through Art Encounters and work in the Arts Council England Priority Place Stoke on Trent with the British Ceramics Biennial.

The 2025 Engage Gathering will take place in Bradford at the time of Bradford 2025 and the Turner Prize, looking back at engagement and participation visual arts practice over the last two decades. The Journal to be launched at the Gathering takes the same theme.

Engage Scotland in 2025/26 will partner with CHARTS on work mapping Gaelic visual arts engagement and participation practitioners and supported engagement practitioners in remote and rural areas to share their work. Engage Cymru will deliver a programme supporting older people to develop digital skills and networking events for engagement practitioners across Wales.

The Alexandra Reinhardt Memorial Award will be hosted by four venues across Wales, Scotland and England with a touring exhibition of the outcomes of visual artists work with young people in 2025/26.

8.0 FINANCIAL REVIEW

8.1 Incoming resources

During the year ended 31 March 2025, the principal sources of Engage's income were Arts Council England, Creative Scotland and the Max Reinhardt Charitable Trust.

Arts Council England (ACE) provides unrestricted funding for Engage's activities in England as part of their National Portfolio Organisations funding programme. This was £234,034 in the current year (2024: £234,034).

Engage recognised grant funding of £93,512 from Creative Scotland in 2024/25 (2024: £35,324) from a range of grants in the year. From April 2024 Engage has been awarded Extended Open Funding of £50,000 per year for two years.

Max Reinhardt Charitable Trust gave funding across two projects The Alexandra Reinhardt Memorial Award and the Max Literacy Award of £31,735 (2024 £30,000)

In total £13,543 was received from Arts Council Wales in 2023/24 (2024: £43,690) as our projects in Wales concluded.

Other donors are listed in note 2 to the accounts.

Overall income for the year ended 31 March 2025 increased from £432,985 in 2023/24 to £439,272 this year due to changes in our restricted funds and cycles of funding.

Income from charitable activities decreased from 2023/24 (to £36,002 from £37,673), as a small reduction in membership and ticketing income.

8.2 Resources expended

Overall resources expended in the year increased £5,712 on the previous year to £465,132 (2023/24: £459,420) as we delivered projects with designated funds from previous years.

8.3 Risk management

The trustees maintain a risk management strategy as follows:

- A quarterly reviewed risk register
- Implementation of systems designed to avoid identified risks
- Procedures designed to minimise risks should they arise

The main risks which the Board has identified relate to the possibility of reductions in funding of both core activities and project funding from major funders in future years. These risks are mitigated by the carrying of adequate reserves (see reserves policy below), by maintaining good relations with funders, carrying out effective fundraising from a more diverse range of sources of grants, and identifying other income streams.

The team now works fully remotely with hotdesking provided in some locations. We have added Staff Wellbeing to our risk monitoring as we transition to this new way of working and reviewed succession planning.

All risk categories are monitored regularly at Board level through ongoing reviews and risk assessments.

8.4 Reserves policy

The trustees review the reserves policy annually as part of the overall risk management of Engage. Free reserves are held to cover any temporary shortfall in income, unforeseen rise in spending requirements or other financial contingency, so that the charity can continue to operate at all times and manage any short-term fluctuations in cash flow levels.

Trustees review the charity's future plans, income projections and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process.

Engage's current core operating requirements are met by funding received from Arts Council England, which has approved a multi-year grant from April 2023 to March 2027 and an extension to this funding until 2028 is anticipated.

Engage does not have any long-term liabilities, having moved offices in April 2021 to hot-desk and storage location secured on a short-term licence. Notice has been given on the hot-desk space which will be vacated in December 2025.

Wind-down expenditure, associated with a reduction in operating activities due to reduced restricted project funding, would have minimal impact on core operating costs as most of the expenditure would cease as the projects ceased.

Trustees consider that the level of unrestricted reserves required to maintain central operations should equate to three months' core operating expenditure to smooth out short-term income or expenditure fluctuations. Three months' core central operations are assessed for the 2024/25 year as £66,000

At 31 March 2025, free reserves of £86,221 (2024: £74,294) were held. The trustees propose to designate the additional reserve above the policy level towards website update in the 2026/2027 year.

The trustees will continue to review the level of reserves so that Engage maintains the appropriate level of financial security required for the challenges of the years ahead.

Unrestricted funds at March 2025 were:

- General funds £86,221 (2024: £75,529)
- Designated funds £0 (2024: £35,000)

8.5 Going concern

Trustees review the charity's future plans, income projections, and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process. Engage's current core operating requirements are met by funding received from the Arts Council of England which has approved a multi-year grant from April 2023 to March 2027. The addition of multi-year funding from Creative Scotland further ensures our future viability.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

9.0 STRUCTURE, GOVERNANCE & MANAGEMENT

The National Association for Gallery Education (Engage) is a membership association that exists to promote greater access to, and enjoyment and understanding of, visual arts engagement and participation.

9.1 Governing document

The company is governed by its Memorandum and Articles of Association (incorporated 4 April 2001 and as amended 18 November 2004, 22 November 2007, 28 January 2021 and 22 November 2023). The company is limited by guarantee. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1 each.

The business of Engage is managed by the trustees, who may exercise all the powers of the organisation. Day-to-day operation of Engage is delegated to the Chief Executive, and

the Board is provided with quarterly written updates on progress. Specific issues are referred to the Chair or other trustees as appropriate when they arise.

The Council is an advisory body, the function of which is to give policy and strategic advice to the trustees on best achieving the objectives of Engage.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

9.2 Board of trustees

9.2.1 Organisation

The Engage Board is responsible for the charity's forward strategy and management, advised by the Council on programming issues (see below). The Board meets quarterly and appoints a Chair with overall responsibility for Board issues. At 31 August 2025, there were 10 Board members who are trustees of the charity and directors of the company. Observers from Arts Council England (ACE) and Creative Scotland are entitled to attend all Board meetings. The Board delegates day-to-day authority for operational decisions to a Chief Executive and to staff members who are responsible for membership, finance, administration, and the delivery of activity.

9.2.2 Appointments

The Board of trustees appoints new trustees. Applicants are put forward either by a trustee or an Engage member, or invited to apply through advertising, and are then assessed regarding their suitability by a sub-group of trustees called the Nominations Committee. This committee then makes recommendations to the Board regarding new appointments. Trustees may not serve for more than six years. After standing down they may not then be re-elected for at least one year.

9.2.3 Training

Trustees receive key documents about Engage when they take on their role and attend an induction session, which is held annually. A budget is provided for trustee training and away days are held if the trustees deem it desirable. During the year, three new trustees joined and received an online induction and attended an Away Day.

9.3 Engage Council

9.3.1 Organisation

The Engage Council advises the staff team on programming themes. Council meets three times in each calendar year and trustees are encouraged to attend.

Council consists of Area Representatives and Special Interest Representatives. Special Interest Representatives sit on Engage's Council to represent key sections of Engage's membership and to add to the breadth of the Council's expertise. Currently there are representatives for freelancers, diversity, digital technologies, and higher education and research in relation to gallery education.

9.3.2 Appointments

Vacancies for Council members are advertised to members via email and on our website.

9.3.3 Training

Council members are given a handbook when they take on their role and staff members work with Area Representatives throughout the year, to support their work and encourage activity. The induction procedure for new Council members takes place at least annually.

10.0 STAFF

As of September 2025, Engage employs eight full- and part-time staff, led by a Chief Executive, to deliver its activities. The Chief Executive has resigned her position with notice given 29th August 2025, and will leave the organisation 30 November 2025. The recruitment process will commence in September 2025 for a new Chief Executive

10.1 Staff pay policy

Engage has a pay policy which applies to all staff, including senior staff. Salaries for the coming year are agreed annually by the Board in accordance with the Board's increments policy.

Statement of responsibilities of the trustees

The trustees (who are also directors of the National Association for Gallery Education for the purposes of company law) are responsible for preparing the trustees' annual 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 which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2025 was 732 (2024: 714) The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 7th November 2025 and signed on their behalf by

Anita Taylor
Chair

Independent examiner's report to the trustees of the National Association for Gallery Education (Engage)

I report to the trustees on my examination of the accounts of the company for the year ended 31 March 2025.

This report is made solely to the trustees as a body, in accordance with the Charities Act 2011 ('the 2011 Act'). My examination has been undertaken so that I might state to the trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 (the '2005 Act'), the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the company's accounts as carried out under section 44 (1)(c) of the 2005 Act and section 145 of the 2011 Act. In carrying out my examination I have followed the requirements of Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company is required by company law to prepare its accounts on an accruals basis and is registered as a charity in Scotland, your examiner must be a member of a body listed in Regulation 11(2) of the Charities Accounts (Scotland) Regulations 2006 (as amended). I can confirm that I am qualified to undertake the examination because I am a registered member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

- 1 Accounting records were not kept as required by section 386 of the 2006 Act and Regulation 4 of the 2006 Accounts Regulations; or
- 2 The accounts do not accord with those records with the accounting requirements of Regulation 8 of the Charities Accounts (Scotland) Regulations 2006; or
- 3 The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or

- 4 The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Signed:

Name: Joanna Pittman

Relevant professional qualification or membership of professional bodies (if any): FCA

Address: Sayer Vincent LLP, 110 Golden Lane, London, EC1Y 0TG

Date: 17 November 2025

National Association for Gallery Education (operating as Engage)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Donations and legacies	2	254,034	142,634	396,668	244,034	140,847	384,881
Charitable activities	3	36,002	–	36,002	37,673	–	37,673
Other trading activities	4	2,901	–	2,901	4,054	3,000	7,054
Investments		3,701	–	3,701	3,377	–	3,377
Total income		296,638	142,634	439,272	289,138	143,847	432,985
Expenditure on:							
Raising funds	5	31,574	1,979	33,553	57,823	–	57,823
Charitable activities	5						
Lead Sector Advocacy		28,438	1,604	30,042	25,976	–	25,976
Debate increase profile of members practice		95,864	36,571	132,435	72,904	–	72,904
Train The Workforce		82,785	6,199	88,984	43,366	117,897	161,263
Diversify The Workforce		82,284	97,834	180,118	89,592	51,861	141,453
Total expenditure		320,945	144,187	465,132	289,661	169,758	459,419
Net income / (expenditure) for the year	6	(24,307)	(1,553)	(25,860)	(523)	(25,911)	(26,434)
Transfers between funds		–	–	–	–	–	–
Net movement in funds		(24,307)	(1,553)	(25,860)	(523)	(25,911)	(26,434)
Reconciliation of funds:							
Total funds brought forward		110,528	39,599	150,127	111,051	65,510	176,561
Total funds carried forward		86,221	38,046	124,267	110,528	39,599	150,127

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17a to the financial statements.

National Association for Gallery Education (operating as Engage)

Balance sheet

Company no. 4194208

As at 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	11		–		1,236
Intangible assets	12		–		–
			<u>–</u>		<u>1,236</u>
Current assets:					
Debtors	13	4,784		14,995	
Cash at bank and in hand		183,905		179,519	
		<u>188,689</u>		<u>194,514</u>	
Liabilities:					
Creditors: amounts falling due within one year	14	(64,422)		(45,622)	
		<u>(64,422)</u>		<u>(45,622)</u>	
Net current assets			<u>124,267</u>		<u>148,891</u>
Total net assets			<u>124,267</u>		<u>150,127</u>
The funds of the charity:	17a				
Restricted income funds			38,046		39,599
Unrestricted income funds:					
Designated funds		–		35,000	
General funds		86,221		75,528	
		<u>86,221</u>		<u>110,528</u>	
Total unrestricted funds			<u>86,221</u>		<u>110,528</u>
Total charity funds			<u>124,267</u>		<u>150,127</u>

The opinion of the directors is that the company is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies

The directors acknowledge the following responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

Approved by the trustees on 7 November 2025 and signed on their behalf by

Chris David
Treasurer

National Association for Gallery Education (operating as Engage)

Statement of cash flows

For the year ended 31 March 2025

	Note	2025 £	£	2024 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		(25,860)		(26,434)	
Depreciation charges		1,235		5,148	
Interest		(3,701)		(3,377)	
(Increase)/decrease in debtors		10,211		(9,134)	
Increase/(decrease) in creditors		18,800		(11,041)	
Net cash provided by / (used in) operating activities			685		(44,838)
Cash flows from investing activities:					
Interest		3,701		3,377	
Net cash provided by / (used in) investing activities			3,701		3,376
Change in cash and cash equivalents in the year			4,386		(41,462)
Cash and cash equivalents at the beginning of the year			179,519		220,981
Cash and cash equivalents at the end of the year			183,905		179,519

Analysis of cash and cash equivalents and of net debt

	At 1 April 2024 £	Cash flows £	Other non- cash changes £	At 31 March 2025 £
Cash at bank and in hand	179,519	4,386	–	183,905
a Total cash and cash equivalents	179,519	4,386	–	183,905

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies

a) Statutory information

Engage is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Friars House, Manor House Drive, Coventry, CV1 2TE.

b) Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

Trustees review the charity's future plans, income projections and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process. Engage's current core operating requirements are met by funding received from the Arts Council of England who have approved a multi-year grant from April 2023 to March 2027 and anticipated extension to 2028. Funding for 2025–2026 from ACE was contingent on relocating our office from London and this criteria has been met. Creative Scotland have also confirmed Multi year funding 2025 – 2028.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Membership income is included in the accounts in the period in which it is received. This reflects the point at which membership for the ensuing period is confirmed and that subscriptions are non-refundable.

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) 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 bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of advocacy, dissemination and professional development and other projects undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity:

● Raising Funds	11%
● Advocacy	10%
● Dissemination	24%
● Professional development and leadership	24%
● Research and activities	30%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies (continued)

l) Intangible fixed assets

Individual intangible fixed assets costing £1,000 or more are capitalised at cost and are amortised over their estimated useful economic lives on a straight-line basis. The amortisation is as follows:

- Website development 5 years

Amortisation is only charged when the asset comes into use.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £750. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Office equipment 3 years

n) Debtors

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

o) Cash at bank and in hand

Cash at bank and cash 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.

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

q) 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

r) Pensions

The charity makes an employer contribution of 5% of gross salary to employees' personal or stakeholder pension schemes. From February 2018, contributions have been made into schemes qualifying under automatic enrolment regulations. Employees are required to make their own contributions of 3% of the eligible salary under automatic enrolment regulations for the 2021/22 year. The contributions made for the accounting period are treated as an expense and were £11,388 (2023: £9,301).

Notes to the financial statements

For the year ended 31 March 2025

2 Income from donations and legacies

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Arts and Business Cymru	-	1,400	1,400	-	3,100	3,100
Arts Council England	234,034	(2,756.00)	231,278	234,034	12,703	246,737
Arts Council of Wales	-	13,543	13,543	-	43,690	43,690
Contemporary Arts Society Wales	-	3,000	3,000	-	3,000	3,000
Creative Scotland	-	93,512	93,512	-	35,324	35,324
Postcode Lottery	-	-	-	-	8,130	8,130
Marsh Christian Trust	-	2,200	2,200	-	1,900	1,900
Max Reinhardt Charitable Trust	-	31,735	31,735	-	30,000	30,000
The Art Society	-	-	-	-	3,000	3,000
Wales and West Housing	-	-	-	10,000	-	10,000
Copyright Licencing Agency	20,000	-	20,000	-	-	-
	254,034	142,634	396,668	244,034	140,847	384,881

3 Income from charitable activities

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Membership income	22,332	-	22,332	23,737	-	23,737
Income from other events	12,191	-	12,191	12,616	-	12,616
Sales of Engage Journal and publications	1,480	-	1,480	1,320	-	1,320
Total income from charitable activities	36,002	-	36,002	37,673	-	37,673

4 Income from other trading activities

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Advertising income	1,710	-	1,710	2,828	-	2,828
Sundry fees and sponsorship	1,191	-	1,191	1,226	3,000	4,226
	2,901	-	2,901	4,054	3,000	7,054

National Association for Gallery Education (operating as Engage)

Notes to the financial statements

For the year ended 31 March 2025

5a Analysis of expenditure (current year)

	Charitable activities							2025 Total £	2024 Total £
	Raising funds £	Lead sector advocacy £	Increase profile and visibility of members practice £	Train the workforce £	Diversify the workforce £	Governance costs £	Support costs £		
Staff costs (Note 7)	-	-	2,253	-	33,938	-	238,912	275,103	266,893
Consultants and freelance fees	3,631	-	7,073	-	-	-	5,200	15,904	38,131
Website content	-	-	-	-	-	-	2,672	2,672	7,048
Awards	-	-	22,055	6,820	10,600	-	-	39,475	40,206
Advocacy	-	2,841	-	-	-	-	-	2,841	2,963
Other direct costs (programme incl Journal and CPD training))	-	-	34,371	16,881	43,568	-	(7,139)	87,681	59,922
General office costs	-	-	1,400	-	13,128	-	13,745	28,273	27,628
Board and Council expenses	-	-	-	-	-	3,256	-	3,256	1,879
Professional fees	-	-	-	-	-	5,700	2,159	7,859	8,806
Bank charges and refunds	-	-	-	-	-	-	834	834	796
Other overhead costs	-	-	-	-	-	-	1,233	1,233	5,147
	3,631	2,841	67,152	23,701	101,234	8,956	257,617	465,132	459,419
Support costs	28,916	26,287	63,090	63,090	76,234	-	(257,617)	-	-
Governance costs	1,005	914	2,193	2,193	2,650	(8,956)	-	-	-
Total expenditure 2025	33,553	30,042	132,435	88,984	180,118	0	0	465,132	
Total expenditure 2024	57,823	25,976	72,904	161,263	141,453	-	-		459,419

Notes to the financial statements

For the year ended 31 March 2025

5b Analysis of expenditure (previous year)

	Charitable activities							2024 Total £
	Raising funds £	Lead sector advocacy £	Increase profile and visibility of members practice £	Train the workforce £	Diversify the workforce £	Governance costs £	Support costs £	
Staff costs (Note 7)	-	-	-	29,410	22,098	-	215,385	266,893
Consultants and freelance fees	13,288	-	5,000	8,240	27	-	11,576	38,131
Website content	-	-	-	-	-	-	7,048	7,048
Awards	-	-	-	20,950	19,256	-	-	40,206
Advocacy	-	925	-	-	94	-	1,944	2,963
Other direct costs (programme incl Journal and CPD training))	-	-	1,097	35,487	21,518	-	1,820	59,922
General office costs	-	-	-	361	363	-	26,904	27,628
Board and Council expenses	-	-	-	-	160	1,719	-	1,879
Professional fees	-	-	-	-	-	4,513	4,293	8,806
Bank charges and refunds	-	-	4	12	-	-	778	796
Other overhead costs	-	-	-	-	-	-	5,147	5,147
	13,288	925	6,101	94,460	63,516	6,232	274,895	459,419
Support costs	43,548	24,496	65,322	65,322	76,209	-	(274,895)	-
Governance costs	987	555	1,481	1,481	1,728	(6,232)	-	-
Total expenditure 2024	57,823	25,976	72,904	161,263	141,453	-	-	459,419

Notes to the financial statements

For the year ended 31 March 2025

6 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2025 £	2024 £
Depreciation	1,235	5,148
Independent examiner's remuneration: Independent examination	4,800	4,500
	<u>6,035</u>	<u>9,648</u>

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	242,775	235,985
Social security costs	18,461	17,565
Employer's contribution to defined contribution pension schemes	12,050	11,388
Other	1,816	1,955
	<u>275,103</u>	<u>266,893</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2025 No.	2024 No.
£60,000 – £69,999	1	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £81,686 (2024: £76,831).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs relating to attendance at meetings of the trustees. There was one physical meeting in the year, total travel and subsistence £939 incurred by 4 members (2024: £910 incurred by 5 members).

Trustees are compensated for loss of earnings for time spent attending meetings, as many of the trustees are freelancers. The total payments of compensation for loss of earnings were £80 for 1 trustees (2024: £880 for 1 trustee).

Notes to the financial statements

For the year ended 31 March 2025

8 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 8 (2024: 7.6).

Staff are split across the activities of the charity as follows (full time equivalent basis):

	2025 No.	2024 No.
Raising funds	0.6	0.9
Advocacy	0.5	0.5
Increase profile and visibility of members practice	1.3	1.4
Train the workforce	1.3	1.4
Diversify the workforce	1.5	1.7
Governance	0.8	0.8
	6.0	6.8

9 Related party transactions

There are no related party transactions to disclose for 2025 (2024: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Trustee expenses and payments to trustees are disclosed in note 7.

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Office equipment £	Total £
Cost		
At the start of the year	8,810	8,810
Additions in year	–	–
Disposal	–	–
At the end of the year	8,810	8,810
Depreciation		
At the start of the year	7,578	7,578
Charge for the year	1,232	1,232
Disposal	–	–
At the end of the year	8,810	8,810
Net book value		
At the end of the year	–	–
At the start of the year	1,232	1,232

Notes to the financial statements

For the year ended 31 March 2025

12 Intangible fixed assets

	Website £	Total £
COST		
At the start of the year	19,870	19,870
Additions in year	–	–
Disposals in year	–	–
At the end of the year	19,870	19,870
Depreciation		
At the start of the year	19,868	19,868
Charge for the year	2	2
Eliminated on disposal	–	–
At the end of the year	19,870	19,870
Net book value		
At the end of the year	0	0
At the start of the year	2	2

13 Debtors

	2025 £	2024 £
Trade debtors	1,557	2,295
Other debtors	90	114
Grants receivable	–	9,699
Prepayments	3,137	2,887
	4,784	14,995

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	16,615	14,569
Taxation and social security	4	–
Other creditors	1,977	2,178
Accruals and deferred income (note 15)	45,826	28,875
	64,422	45,622

15 Deferred income

	2025 £	2024 £
Balance at the beginning of the year	24,375	34,375
Amount released to income in the year	(24,375)	(34,375)
Amount deferred in the year	40,000	24,375
Balance at the end of the year	40,000	24,375

Notes to the financial statements

For the year ended 31 March 2025

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	–	–	–	–
Intangible fixed assets	()	–	–	0
Net current assets	86,221	–	38,046	124,267
Net assets at 31 March 2025	86,221	–	38,046	124,267

16b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	1,232	–	–	1,232
Intangible fixed assets	2	–	–	2
Net current assets	74,294	35,000	39,599	148,893
Net assets at 31 March 2024	75,528	35,000	39,599	150,127

17a Movements in funds (current year)

	At 1 April 2024 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2025 £
Restricted funds:					
Arts Council England Feasibility	12,703	–	(9,787)	–	2,916
Arts Council Wales (Engage Cymru)	20,158	13,543	(33,701)	–	()
Creative Scotland (Engage Scotland)	(8,648)	93,512	(62,795)	–	22,069
CGI	3,000	–	(3,000)	–	–
Contemporary Arts Society Wales	(561)	3,000	(2,439)	–	–
Arts & Business Cymru (Engage Cymru)	1,100	1,400	(2,500)	–	–
Alexandra Reinhardt Memorial award	2,221	22,000	(17,348)	–	6,873
MaxLiteracy Awards	7,307	9,735	(12,107)	–	4,934
Marsh Awards	2,319	2,200	(3,266)	–	1,253
Total restricted funds	39,599	145,390	(146,943)	–	38,046
Designated funds	35,000	–	–	(35,000)	–
General funds	75,528	296,638	(320,945)	35,000	86,221
Total unrestricted funds	110,528	296,638	(320,945)	–	86,221
Total funds	150,127	442,028	(467,889)	–	124,267

The narrative to explain the purpose of each fund is given at the foot of the note below.

Notes to the financial statements

For the year ended 31 March 2025

17b Movements in funds (prior year)

	At 1 April 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2024 £
Restricted funds:					
Arts Council England Feasibility		12,703	–	–	12,703
Arts Council Wales (Engage Cymru)	15,640	43,690	(39,172)	–	20,158
Creative Scotland (Engage Scotland)	38,514	35,324	(82,485)	–	(8,648)
CGI	–	3,000	–	–	3,000
The Art Society (Let's Create Art)	–	3,000	(3,000)	–	–
Contemporary Arts Society Wales	–	3,000	(3,561)	–	(561)
Postcode Lottery	–	8,130	(8,130)	–	–
Arts & Business Cymru (Engage Cymru)	–	3,100	(2,000)	–	1,100
Alexandra Reinhardt Memorial award	2,221	–	–	–	2,221
MaxLiteracy Awards	5,417	30,000	(28,110)	–	7,307
Marsh Awards	3,719	1,900	(3,300)	–	2,319
Total restricted funds	65,510	143,847	(169,758)	–	39,599
Designated funds	39,950	–	(29,139)	24,189	35,000
General funds	71,101	289,138	(260,522)	(24,189)	75,528
Total unrestricted funds	111,051	289,138	(289,661)	–	110,528
Total funds	176,561	432,985	(459,419)	–	150,127

Purposes of restricted funds

Engage Cymru and Engage Scotland

These funds are funded by the Arts Council of Wales and Creative Scotland respectively and fund the activities of Engage in those countries. Additional funding from CGI, Arts & Business Cymru and the Contemporary Art Society Wales, supported our work in Wales

Alexandra Reinhardt Memorial Award

The Alexandra Reinhardt Memorial Award is funded by the Max Reinhardt Charitable Foundation. The project aims to bring together the creative energies of an artist, a museum, visual arts venue or gallery and the local community. It is intended to engage and inspire children, young people and families as well as lead to the creation of an artwork to go on public display.

MaxLiteracy Awards

The MaxLiteracy Awards (previously known as the Max Reinhardt Literacy Awards) are funded by the Max Reinhardt Charitable Foundation. The project was developed to enable galleries, art museums and visual arts venues to support a dedicated programme of creative writing and literacy work with schools. Funding from the Awards will allow each of the three venues to employ a creative writer to work with a local school on a creative writing or literacy project, taking inspiration from the venue's collections, displays or building. The Awards are run in partnership by Engage and the National Association for Writers in Education (NAWE).

Purposes of restricted funds (continued)

Marsh Awards

The Marsh Awards are an annual award made to recognise those working in Gallery Education who have shown dedication or innovation in their work. It is funded by the Marsh Charitable Trust.

Arts Council England

Arts Council England provided a grant of £12,703 in 2023/2024 for a feasibility study for our move out of London. We did not use the full amount allocated and returned £2,756 to ACE.

18 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Accounts



**National Association for Gallery Education
operating as
Engage**

(A company limited by guarantee and not having a share capital)

**Charity No. 1087471
Company No. 4194208
OSCR No. SCO39719**

**REPORT & FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2024**

National Association for Gallery Education (operating as Engage)

For the year ended 31 March 2024

Contents

Reference and administrative information	3
Trustees' annual report	5
Independent examiner's report	17
Statement of financial activities (incorporating an income and expenditure account)	19
Balance sheet	20
Statement of cash flows	21
Notes to the financial statements	22

Directors and trustees

The trustees (who are the directors for the purposes of company law) throughout the year and at the date of signing the accounts were:

Andrew Lawson		
Julian Nettel		
Janie Nicoll		
Loveday Shewell	Treasurer	Retired Dec 2023
Angharad Palin		
Damien McGlynn		
Ffion Rhys		
Anita Taylor	Chair	
Bernard Hay		
Laura Gabe		
Ally Zlata		Resigned May 2024
Chris David	Treasurer	Joined Dec 2023
Marianna Michael		Joined Dec 2023
Pinkesh Shah		Joined Dec 2023 / Resigned May 2024
Peter Rigg		Joined Dec 2023
Vivian Ching		Joined Dec 2023
Jane Sillis	Chief Executive	

Reference and administrative details

Name and registration

The National Association for Gallery Education, operating as Engage, is a registered charity in England and Wales (1087471) and Scotland (OSCR No. SC039719) and a UK company limited by guarantee (4194208) registered in England and Wales.

Registered office and principal place of business

Friars House, Manor House Drive, Coventry, CV1 2TE from September 2024

National Association for Gallery Education (operating as Engage)

For the year ended 31 March 2024

Reference and administration information

Advisors

Independent examiner	Joanna Pittman Sayer Vincent LLP 110 Golden Lane London EC1Y 0TG
----------------------	---

Bankers	CAF Bank Ltd Kings Hill West Malling Kent ME19 4TA National Westminster Bank PLC Chancery Lane & Holborn PO Box 159 332 High Holborn London WC1V 7PS
---------	--

INTRODUCTION: Our approach to 2023/24

2023/24 was the second year of delivery against the revised mission that “Everyone has the opportunity to engage with visual art in ways that enrich their lives”, this is underpinned by a Theory of Change and delivered through five work streams: Train the workforce, Diversify the workforce, Increase profile and visibility of members’ practice, Provide opportunity for members to debate and shape practice, and Lead sector advocacy.

2023/24 was the first year of funding from Arts Council England as an Investment Principle Support Organisation. Engage aligned our work against two the ACE Investment Principles, Dynamism and Ambition and Quality. Engage Scotland’s work aligns with the priorities of Creative Scotland who support our programmes in Scotland while Engage Cymru’s is funded by and aligns with the priorities of Arts Council Wales.

During the year we planned a move from our London registered office and set up our new registered office in Coventry in September 2024.

2.0 MISSION AND PRIORITIES

Engage mission is that:

“Everyone has the opportunity to engage with visual art in ways that enrich their lives.”

2.1 Priority areas

Our mission will be delivered through five priority areas:

- Train the workforce
- Diversify the workforce
- Increase the profile and visibility of members’ practice
- Provide opportunity for members to debate and share practice
- Lead sector advocacy

3.0 OBJECTIVES & ACTIVITIES

3.1 Objectives

Engage’s objectives as set out in its Memorandum and Articles are to:

- Promote and advance education, especially visual arts education, for the public benefit, in particular through the provision of training and workshop facilities in gallery education.
- Undertake, promote, or assist in promoting research into all aspects of gallery education and to disseminate the useful results of such research for the benefit of the public.

3.2. Activities

In 2023/24 our activities were directed to deliver the five priority areas outlined above (2.1).

Progress was measured against SMART objectives agreed with the Board against each of these areas: governance and management; communications; finance and resilience; equality and diversity and environmental responsibility.

3.2.1. Train the workforce

The outputs for training were exceeded with 41 events (an increase of 3 from 2022/23) with 619 beneficiaries – a 40% increase on 2022/23 (473).

The booking rate for training was 74.5% slightly below the 77% 2022/23 rate. 71% of participants reported training enhanced their knowledge and skills and 62% their career development.

Training focused on two areas, delivering essential skills and knowledge and enrichment programmes. Topics focused on included: evaluation, visual impairment and audio description, environmental responsibility, exploring alternative art and design school curricular, writing and broadcasting skills and action learning. Feedback from participants included:

“Really rich sessions sharing some great resources that I will come back to.”

“It will allow us to better support our collaborators and each other”

“Improve work prospects and income.”

“the workshopping ideas around budgets for sustainability were really eye opening”

The Extend leadership programme had 17 participants, 92% of these reported gaining leadership skills, 84% increased confidence and 77% leadership knowledge. Comments included:

“I’m feeling validated in leading with values in mind.”

“I have a better sense of what type of leader I aspire to be and what I need to do in terms of progressing my career in the arts.”

“I think I have also realised that growth doesn’t always mean a step up at work, it can mean development outside of work and in other ways, which is super exciting and feels more in my control.”

“The Extend programme has really helped me consider where I’d like to be in my career and some steps I could take to get there.”

Extend Leadership Alumni since 2011 met in person at New Art Gallery, Walsall in August 2023 and online in February 2024.

Training met the ACE *Ambition and Quality* investment principle, equipping participants with the skills and knowledge to deliver innovative, cutting-edge practice. *Dynamism* was delivered through nurturing a skilled and resilient workforce able to lead. *Diversity and inclusivity* and *Environmental Responsibility* were core topics throughout training programmes, with online provision supporting both access and modelling good environmental practice.

3.2.2. Diversify workforce

We exceeded our targets to diversify the workforce with 60% of Extend applicants from those who are Black, Asian, Ethnic Minority, deaf, disabled, LBQT+, from lower socio-economic backgrounds or represent a less advantaged group. This compared with 41% in 2022/23.

We worked in partnership with 12 diversity, inclusion and equality organisations and individuals in 2023/24 and increase of 2 from 2022/23. These included neurodiversity experts Starling and Everybrain, youth diversity leaders Rising Arts Agency, learning disability arts practitioners from Stop Gap Dance.

Other initiatives to diversify the workforce included New Routes paid internships in visual arts organisations, including Engage, for young people less represented in the visual arts workforce. These took place across Wales, Scotland and England. In Scotland consultation took place with disabled artists facilitated by Artlink Central and supported by Creative Scotland as part of strategic work to elevate the profile of disabled practitioners within the Scottish visual arts profession. In Wales, Engage Cymru worked with three visual arts organisations and Wrexham University to explore the systemic change necessary to grow a more diverse workforce and audiences in Wales.

This strand of activity supports the ACE *Inclusivity and Relevance* principle through activities and sharing evaluation.

3.2.3 Increase the profile and visibility of members' practice

We exceeded our target to increase the profile of members' practice with 65 opportunities compared with 62 in 2022/23. These included: Area Group events online and in person, sharing through peer learning activities, and published member case studies and resources such as 3 x commission artist Green Week films.

56% of members who responded to the 2024 members survey valued the opportunity to share their practice.

Six colleagues work show cased through the annual Marsh Awards for Excellence in Visual Arts Engagement. Twelve colleagues received wards through the Stephen Palmer Fund supported by Creative Scotland. Case studies of the awardees will be shared later in 2024.

The 2023-24 Max Literacy Awards, hosted by Meadow Arts, Nottingham Contemporary, and Take A Part, including a new strand of peer learning, with previous Awardees returning to share their learning, and opportunities to share at the national Gathering. Resources from Max Literacy will be available in Autumn 2024.

Let's Create Art supported children and young people to participate in the arts through activities across England, Scotland and Wales with 6,670 participants, in 150 activities supported through 16 bursaries. A commissioned designer will produce a public resource of case studies to share practice widely in 2024.

This activity supported the ACE *Inclusivity and Relevance* principal by ensuring activities reflect members' current concerns and practice, and *Ambition and Quality* through supporting members to share and evaluate practice.

3.2.4. Provide opportunity for members to debate and shape practice

We exceeded the target for events for members to debate and shape practice with 45 activities in 2023/24 compared to 38 in 2022/23. 75% of participants reported that attending events improved their understanding and the quality of their work. Events included, the monthly online Members Mingle, the Schools Reimagined programme, and our work with Engage Council.

66% of members reported, in the annual survey that they valued opportunities to debate and shape practice through Engage's activities.

Through this strand of activity, we delivered the *Inclusivity and Relevance* and *Ambition and Quality* principles, both within our organisation and in our support for the sector.

3.2.5 Lead sector advocacy

We exceeded our target to lead sector advocacy contributing to 40 consultations compared with 24 in 2022/23. This included work across Wales, Scotland and England, contributing to consultation on policy and programme delivery for statutory arts organisation, government, and trusts and foundations and teaching at higher education institutions.

64% of respondents to the 2024 members' survey reported that they valued Engage's role in advocacy.

This strand of activity enabled Engage to address the investment principles of *Inclusivity and Relevance* and *Ambition and Quality*, as Engage lead sector advocacy, collaborating with relevant partners to make the case for access to and resources for visual arts engagement and participation across the UK.

3.2.6 Membership

Membership remained stable in 2023/24, increasing our monthly average number of paid memberships by 4.1% to 489 compared to the preceding year (ranging from 464 and a high of 508 paid members).

A simplified membership structure with a focus on supporting individual members and small organisations to join Engage was launched in October 2023. The team focused on reaching new student and concessionary members.

3.2.7. Communications and social media

Work began on a revised communications strategy with the appointment of a new Marketing Officer to help strengthen our sector voice and promote our activities.

3.2.8 Equality and diversity

In order to understand the diversity of our team and Board we began to record demographic data in response to our own needs and the requirement of funders. As a small organisation our data set for internal report is also small but we are able to demonstrate strong representation within female, disabled, lower socio-economic background and neurodiversity in our team.

3.2.9. Environmental Responsibility

A Green Week took place in March 2024, the team undertook training on Environmental Responsibility. Environmental Champions from our team, board and council continued to meet to monitor progress against our Environmental Policy and Action Plan

4.0. Public Benefit

The Charity Commission's general guidance ('Public Benefit: Rules for Charities', issued in February 2014 and 'Public Benefit: PB1, PB2, and PB3', issued in September 2013) on Public Benefit informs all reviews of Engage's aims and objectives carried out by the Board, and the planning of future activities.

- Engage aims to enhance the experience of audiences engaging with the visual arts in person or remotely. A large proportion of the institutions that Engage works with offer free or concessionary access to in-person and digital activities.
- Engage is a membership organisation, with members throughout the UK and internationally. Engage works with and through its membership to achieve its aims. The specific benefit provided to members in the form of professional support is central to the achievement of Engage's central aim that 'Everyone has the opportunity to engage with visual art in ways that enrich their lives'.

- Membership is open to all adults but is primarily for organisations and professionals working in visual arts engagement and participation to enjoy specific specialised resources to support them in their work with the general public.
- Fees for Engage membership are kept low in order that they are not restrictive, particularly for individual members.

5. Impact

In 2023/24 we engaged with 1,335 participants directly and 6,669 indirectly through programmes with partners.

Feedback from participants in terms of impact was strong, with 92% of these reported gaining leadership skills.

Programmes such as New Routes focused on supporting young people underrepresented in the visual arts workforce in England, Scotland and Wales, Inclusion Ready Practice focused on supporting structural change in the visual arts in Wales and Engage Scotland and Artlink Central worked with disabled artists to raise the visibility of disabled practitioners in Scotland.

Advocacy remained a strength with Engage Scotland providing evidence on the international impact of the visual arts in Scotland to the Scottish Government and Engage providing evidence to the Cultural Learning Alliance on the state of art and design education in England.

6.0 FUNDRAISING

Engage secured support from Arts Council England, Creative Scotland and Arts Council Wales through the year. Grants were received from the Arts Society, Wales and West Housing Association and the Postcode Lottery. We continued to work in partnership with the Marsh Charitable Trust and the Max Reinhardt Charitable Trust. We secured new funding from Creative Scotland for the next two years 2024 – 2026. In Wales we received funding from Arts & Business Cymru matched with CGI for a project in the new year. Additional support from Arts Council England was received to look at the feasibility of a move of our registered office from London to Coventry.

7.0 FUTURE PLANS

In 2024/25 Engage will continue to deliver against its core purpose across its five work streams. The Gathering took place in Plymouth and online in May 2024 and included the launch the Engage Journal and podcasts series. Other programmes include: the Extend leadership programme and Art Encounters working with young people in Priority Places in the Midlands. Engage Scotland will work with underserved communities in rural and remote areas supported by Engage Scotland and Engage Cymru supported by the Contemporary

Art Society of Wales will create a resource for the delivery of art and design within the New Curriculum in Wales.

The registration of Engage in Coventry from autumn 2024 and new partnership with Coventry University and others in the Midlands allows opportunities for placed based work across the region and with other organisations relocating to Coventry such as Arts Council and British Council collections.

The 2025/26 programme will be rescoped following consultation with the Board, Council and team, simplifying the areas of work and making a stronger connection between the benefits to participants in the visual arts and the work Engage does supporting the visual arts engagement and participation workforce.

8.0 FINANCIAL REVIEW

8.1 Incoming resources

During the year ended 31 March 2024, the principal sources of Engage's income were Arts Council England, Arts Council of Wales and Creative Scotland.

Arts Council England (ACE) provides unrestricted funding for Engage's activities in England as part of their National Portfolio Organisations funding programme. This was £234,034 in the current year (2023: £234,034).

The Arts Council of Wales (ACW) and Creative Scotland (CS) gave restricted funding to support the work of Engage in Wales and Scotland, respectively.

In total £43,690 was received from ACW in 2023/24 after we wound down our Wales Arts Health and Wellbeing Network (WAHWN) activity in 2023. (2023: £82,830).

Engage recognised grant funding of £35,324 from Creative Scotland in 2023/24 (2023: £67,438) from a range of grants in the year. From April 2024 Engage has been awarded Extended Open Funding of £50,000 per year for two years.

Other donors are listed in note 2 to the accounts.

Overall income for the year ended 31 March 2024 decreased from £466,166 in 2022/23 to £432,985 this year due to changes in our restricted funds and cycles of funding.

Income from charitable activities decreased from 2022/23 (from £40,283 to £37,673), as membership decreased, but events income increased.

8.2 Resources expended

Overall resources expended in the year decreased £77,943 on the previous year to

£459,420 (2022/23: £537,363) as we delivered projects with restricted funds from previous years.

Programme costs increased due to return to activity. The trustees have approved a budget through designated funds to increase expenditure in this area in 2024/25 to continue to increase activity and programme.

8.3 Risk management

The trustees maintain a risk management strategy as follows:

- A quarterly reviewed risk register
- Implementation of systems designed to avoid identified risks
- Procedures designed to minimise risks should they arise

The main risks which the Board has identified relate to the possibility of reductions in funding of both core activities and project funding from major funders in future years. These risks are mitigated by the carrying of adequate reserves (see reserves policy below), by maintaining good relations with funders, carrying out effective fundraising from a more diverse range of sources of grants, and identifying other income streams.

The team now works fully remotely with hotdesking provided in some locations. We have added Staff Wellbeing to our risk monitoring as we transition to this new way of working.

All risk categories are monitored regularly at Board level through ongoing reviews and risk assessments.

8.4 Reserves policy

The trustees review the reserves policy annually as part of the overall risk management of Engage. Free reserves are held to cover any temporary shortfall in income, unforeseen rise in spending requirements or other financial contingency, so that the charity can continue to operate at all times and manage any short-term fluctuations in cash flow levels.

Trustees review the charity's future plans, income projections and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process.

Engage's current core operating requirements are met by funding received from Arts Council England, which has approved a two-year grant from April 2023 to March 2025 and an extension to this funding after 2025 when we relocate from London.

Engage does not have any long-term liabilities, having moved offices in April 2021 to premises secured on a short-term licence.

Wind-down expenditure, associated with a reduction in operating activities due to reduced restricted project funding, would have minimal impact on core operating costs as most of the expenditure would cease as the projects ceased.

Trustees consider that the level of unrestricted reserves required to maintain central operations should equate to three months' core operating expenditure to smooth out short-term income or expenditure fluctuations. Three months' core central operations are assessed for the 2024/25 year as £66,000

At 31 March 2024, free reserves of £74,294 (2023: £64,719) were held, 112% of the reserves target.

The trustees will continue to review the level of reserves so that Engage maintains the appropriate level of financial security required for the challenges of the years ahead.

Unrestricted funds at March 2024 were:

- General funds £75,529 (2023: £71,101)
- Designated funds £35,000 (2023: £39,950)

8.5 Going concern

Trustees review the charity's future plans, income projections, and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process. Engage's current core operating requirements are met by funding received from the Arts Council of England which has approved a two-year grant from April 2023 to March 2025 and one-year Extension Funding at the same level until March 2026 following our move from London. Plans for a move of head office to Coventry were concluded in September 2024.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

9.0 STRUCTURE, GOVERNANCE & MANAGEMENT

The National Association for Gallery Education (Engage) is a membership association that exists to promote greater access to, and enjoyment and understanding of, visual arts engagement and participation.

9.1 Governing document

The company is governed by its Memorandum and Articles of Association (incorporated 4 April 2001 and as amended 18 November 2004, 22 November 2007, 28 January 2021 and 22 November 2023). The company is limited by guarantee. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1 each.

The business of Engage is managed by the trustees, who may exercise all the powers of the organisation. Day-to-day operation of Engage is delegated to the Chief Executive, and the Board is provided with quarterly written updates on progress. Specific issues are referred to the Chair or other trustees as appropriate when they arise.

The Council is an advisory body, the function of which is to give policy and strategic advice to the trustees on best achieving the objectives of Engage.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

9.2 Board of trustees

9.2.1 Organisation

The Engage Board is responsible for the charity's forward strategy and management, advised by the Council on programming issues (see below). The Board meets quarterly and appoints a Chair with overall responsibility for Board issues. At 30 September 2024, there were 14 Board members who are trustees of the charity and directors of the company. Observers from Arts Council England (ACE), the Arts Council of Wales and Creative Scotland are entitled to attend all Board meetings. The Board delegates day-to-day authority for operational decisions to a Chief Executive and to staff members who are responsible for membership, finance, administration, and the delivery of activity.

9.2.2 Appointments

The Board of trustees appoints new trustees. Applicants are put forward either by a trustee or an Engage member, or invited to apply through advertising, and are then assessed regarding their suitability by a sub-group of trustees called the Nominations Committee. This committee then makes recommendations to the Board regarding new appointments. Trustees may not serve for more than six years. After standing down they may not then be re-elected for at least one year.

9.2.3 Training

Trustees receive key documents about Engage when they take on their role and attend an induction session, which is held annually. A budget is provided for trustee training and away days are held if the trustees deem it desirable. During the year, three new trustees joined and received an online induction and were assigned Trustee Buddies to support them in their induction.

9.3 Engage Council

9.3.1 Organisation

The Engage Council advises the staff team on programming issues. Council meets three times in each calendar year and trustees are encouraged to attend.

Council consists of Area Representatives (of whom there are at least two for each English region and for Scotland and Wales) and Special Interest Representatives. Special Interest Representatives sit on Engage's Council to represent key sections of Engage's membership and to add to the breadth of the Council's expertise. Currently there are representatives for freelancers, diversity, digital technologies, and higher education and research in relation to gallery education. Special interest areas are chosen in line with Engage's core priorities and in consultation with existing Council and Board members.

Development Groups in Scotland and Wales work with the respective Engage Coordinators in their countries to develop programmes for Engage members.

9.3.2 Appointments

Vacancies for Council members are advertised to members via email. Council members are nominated by another Engage member and then put up for election at Engage's AGM. Members may also be co-opted during the year and then officially elected at the following AGM. Members are able to vote in absentia at the AGM via postal or email vote.

9.3.3 Training

Council members are given a handbook when they take on their role and staff members work with Area Representatives throughout the year, to support their work and encourage activity. The induction procedure for new Council members takes place at least annually.

10.0 STAFF

As of September 2024, Engage employs eight full- and part-time staff, led by a Chief Executive, to deliver its activities.

10.1 Staff pay policy

Engage has a pay policy which applies to all staff, including senior staff. Salaries for the coming year are agreed annually by the Board in accordance with the Board's increments policy.

10.2 Organisational restructure

We built on the organisational restructure initiated in 2020, increasing the size and hours of the team, which built capacity to deliver the Theory of Change and brought more skills in house such as finance and operations. The team received training in areas such as fundraising, income generation and partnerships to build the organisation's resilience.

Statement of responsibilities of the trustees

The trustees (who are also directors of the National Association for Gallery Education for the purposes of company law) are responsible for preparing the trustees' annual 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 which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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.

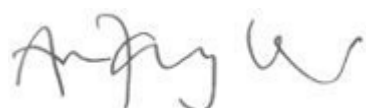
The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2024 was 713 (2023: 746). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 14 October 2024 and signed on their behalf by



Anita Taylor
Chair

I report to the trustees on my examination of the accounts of National Association for Gallery Education for the year ended 31 March 2024.

This report is made solely to the trustees as a body, in accordance with the Charities Act 2011. My examination has been undertaken so that I might state to the trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 (the '2005 Act'), the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006 ('the 2006 Act'). You are satisfied that your charity is not required by charity law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts as carried out under section 44 (1)(c) of the 2005 Act and section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the requirements of Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company is required by company law to prepare its accounts on an accruals basis and is also registered in Scotland your examiner must be a member of a body listed in Regulation 11(2) of the Charities Accounts (Scotland) Regulations 2006 (as amended). I can confirm that I am qualified to undertake the examination because I am a registered member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. Accounting records were not kept as required by section 386 of the 2006 Act and Regulation 4 of the 2006 Accounts Regulations; or
2. The accounts do not accord with those records with the accounting requirements of Regulation 8 of the Charities Accounts (Scotland) Regulations 2006; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the

National Association for Gallery Education (operating as Engage)

For the year ended 31 March 2024

Independent examiner's report

Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

A handwritten signature in dark ink that reads "Sayer Vincent LLP". The signature is written in a cursive, flowing style.

Signed:

Name: Joanna Pittman FCA

Address: Sayer Vincent LLP, 110 Golden Lane, London, EC1Y 0TG

Date: 17 December 2024

National Association for Gallery Education (operating as Engage)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2024

	Note	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Income from:							
Donations and legacies	2	244,034	140,847	384,881	244,034	170,867	414,901
Charitable activities	3	37,673	–	37,673	40,283	–	40,283
Other trading activities	4	4,054	3,000	7,054	9,488	–	9,488
Investments		3,377	–	3,377	1,494	–	1,494
Total income		289,138	143,847	432,985	295,299	170,867	466,166
Expenditure on:							
Raising funds	5	57,823	–	57,823	58,496	9,906	68,402
Charitable activities	5						–
Lead Sector Advocacy		25,976	–	25,976	41,950	–	41,950
Debate increase profile of members practice		72,904	–	72,904	61,632	–	61,632
Train The Workforce		43,366	117,897	161,263	76,178	21,032	97,210
Diversify The Workforce		89,592	51,861	141,453	61,952	206,217	268,169
Total expenditure		289,661	169,758	459,419	300,208	237,155	537,363
Net income / (expenditure) for the year	6	(523)	(25,911)	(26,434)	(4,909)	(66,288)	(71,197)
Transfers between funds		–	–	–	–	–	–
Net movement in funds		(523)	(25,911)	(26,434)	(4,909)	(66,288)	(71,197)
Reconciliation of funds:							
Total funds brought forward		111,051	65,510	176,561	115,960	131,798	247,758
Total funds carried forward		110,528	39,599	150,127	111,051	65,510	176,561

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17a to the financial statements.

National Association for Gallery Education (operating as Engage)

Balance sheet

Company no. 4194208

As at 31 March 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	11		1,236		2,409
Intangible assets	12		-		3,973
			<u>1,236</u>		<u>6,382</u>
Current assets:					
Debtors	13	14,995		5,861	
Cash at bank and in hand		<u>179,519</u>		<u>220,981</u>	
			<u>194,514</u>		<u>226,842</u>
Liabilities:					
Creditors: amounts falling due within one year	14	<u>(45,622)</u>		<u>(56,663)</u>	
Net current assets			<u>148,891</u>		<u>170,179</u>
Total net assets			<u><u>150,127</u></u>		<u><u>176,561</u></u>
The funds of the charity:	17a				
Restricted income funds			39,599		65,510
Unrestricted income funds:					
Designated funds		35,000		39,950	
General funds		<u>75,528</u>		<u>71,101</u>	
Total unrestricted funds			<u>110,528</u>		<u>111,051</u>
Total charity funds			<u><u>150,127</u></u>		<u><u>176,561</u></u>

Audit exemption statement for balance sheet

The opinion of the directors is that the company is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies

The directors acknowledge the following responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

Approved by the trustees on 14 October 2024 and signed on their behalf by



Chris David
Treasurer

Statement of cash flows

For the year ended 31 March 2024

	Note	2024 £	£	2023 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		(26,434)		(71,197)	
Depreciation charges		5,148		4,974	
Interest		(3,377)		(1,494)	
(Increase)/decrease in debtors		(9,134)		4,060	
Increase/(decrease) in creditors		(11,041)		(31,349)	
Net cash provided by / (used in) operating activities		(44,838)		(95,006)	
Cash flows from investing activities:					
Interest		3,377		1,494	
Purchase of fixed assets		–		(2,113)	
Net cash provided by / (used in) investing activities		3,376		(619)	
Change in cash and cash equivalents in the year		(41,462)		(95,625)	
Cash and cash equivalents at the beginning of the year		220,981		316,606	
Cash and cash equivalents at the end of the year	a	179,519		220,981	

Analysis of cash and cash equivalents and of net debt

	At 1 April 2023 £	Cash flows £	Other non- cash changes £	At 31 March 2024 £
Cash at bank and in hand	220,981	(41,462)	–	179,519
a Total cash and cash equivalents	220,981	(41,462)	–	179,519

Notes to the financial statements

For the year ended 31 March 2024

1 Accounting policies

a) Statutory information

National Association for Gallery Education (operating as Engage) is a charitable company limited by guarantee and is incorporated in the United Kingdom.

b) The registered office address is Friars House, Manor House Drive, Coventry, CV1 2TE.

Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c)

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d)

Going concern

Trustees review the charity's future plans, income projections and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process. Engage's current core operating requirements are met by funding received from the Arts Council of England who have approved a three-year grant from April 2023 to March 2026. Funding for 2025–2026 from ACE was contingent on relocating our office from London and this criteria has been met. Creative Scotland have also confirmed two year funding from April 2024 – March 2026.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

e)

Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Membership income is included in the accounts in the period in which it is received. This reflects the point at which membership for the ensuing period is confirmed and that subscriptions are non-refundable.

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) 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 bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of advocacy, dissemination and professional development and other projects undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity:

● Raising Funds	21%
● Advocacy	15%
● Dissemination	20%
● Professional development and leadership	21%
● Research and activities	23%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

Notes to the financial statements

For the year ended 31 March 2024

1 Accounting policies (continued)

l) Intangible fixed assets

Individual intangible fixed assets costing £1,000 or more are capitalised at cost and are amortised over their estimated useful economic lives on a straight-line basis. The amortisation is as follows:

- Website development 5 years

Amortisation is only charged when the asset comes into use.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £750. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Office equipment 3 years

n) Debtors

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

o) Cash at bank and in hand

Cash at bank and cash 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.

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

q) 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

r) Pensions

The charity makes an employer contribution of 5% of gross salary to employees' personal or stakeholder pension schemes. From February 2018, contributions have been made into schemes qualifying under automatic enrolment regulations. Employees are required to make their own contributions of 3% of the eligible salary under automatic enrolment regulations for the 2021/22 year. The contributions made for the accounting period are treated as an expense and were £11,388 (2023: £9,301).

Notes to the financial statements

For the year ended 31 March 2024

2 Income from donations and legacies

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Arts and Business Cymru	–	3,100	3,100	–	500	500
Arts Council England	234,034	12,703	246,737	234,034	–	234,034
Arts Council of Wales	–	43,690	43,690	–	82,830	82,830
Contemporary Arts Society Wales	–	3,000	3,000	–	–	–
Creative Scotland	–	35,324	35,324	–	67,438	67,438
Postcode Lottery	–	8,130	8,130	–	–	–
Fleming Trust	–	–	–	–	5,000	5,000
Marsh Christian Trust	–	1,900	1,900	–	2,100	2,100
Max Reinhardt Charitable Trust	–	30,000	30,000	–	–	–
Cardiff Vale Heath Authority	–	–	–	–	4,999	4,999
The Derek Hill Foundation	–	–	–	–	5,000	5,000
The Art Society	–	3,000	3,000	–	3,000	3,000
Wales and West Housing	10,000	–	10,000	10,000	–	10,000
	244,034	140,847	384,881	244,034	170,867	414,901

3 Income from charitable activities

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Membership income	23,737	–	23,737	27,173	–	27,173
Income from other events	12,616	–	12,616	11,415	–	11,415
Sales of Engage Journal and publications	1,320	–	1,320	1,695	–	1,695
Total income from charitable activities	37,673	–	37,673	40,283	–	40,283

4 Income from other trading activities

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Advertising income	2,828	–	2,828	6,863	–	6,863
Sundry fees and sponsorship	1,226	3,000	4,226	2,625	–	2,625
	4,054	3,000	7,054	9,488	–	9,488

Notes to the financial statements

For the year ended 31 March 2024

5a Analysis of expenditure (current year)

	Charitable activities							2024 Total £	2023 Total £
	Raising funds £	Lead sector advocacy £	Increase profile and visibility of members practice £	Train the workforce £	Diversify the workforce £	Governance costs £	Support costs £		
Staff costs (Note 7)	-	-	-	29,410	22,098	-	215,385	266,893	248,602
Consultants and freelance fees	13,288	-	5,000	8,240	27	-	11,576	38,131	76,344
Website content	-	-	-	-	-	-	7,048	7,048	9,617
Awards	-	-	-	20,950	19,256	-	-	40,206	32,098
Advocacy	-	925	-	-	94	-	1,944	2,963	2,535
Other direct costs (programme incl Journal and CPD training))	-	-	1,097	35,487	21,518	-	1,820	59,922	109,939
General office costs	-	-	-	361	363	-	26,904	27,628	33,283
Board and Council expenses	-	-	-	-	160	1,719	-	1,879	1,949
Professional fees	-	-	-	-	-	4,513	4,293	8,806	12,028
Bank charges and refunds	-	-	4	12	-	-	778	796	1,039
Other overhead costs	-	-	-	-	-	-	5,147	5,147	9,929
	13,288	925	6,101	94,460	63,516	6,232	274,895	459,419	537,363
Support costs	43,548	24,496	65,322	65,322	76,209	-	(274,895)	-	-
Governance costs	987	555	1,481	1,481	1,728	(6,232)	-	-	-
Total expenditure 2024	57,823	25,976	72,904	161,263	141,453	-	-	459,419	
Total expenditure 2023	68,402	41,950	61,632	97,210	268,169	-	-		537,363

Notes to the financial statements

For the year ended 31 March 2024

5b Analysis of expenditure (prior year)

	Charitable activities							2023 Total £
	Raising funds £	Lead sector advocacy £	Increase profile and visibility of members practice £	Train the workforce £	Diversify the workforce £	Governance costs £	Support costs £	
Staff costs (Note 7)	-	-	-	11,113	41,847	-	195,642	248,602
Consultants and freelance fees	10,432	-	2,000	5,600	41,513	-	16,799	76,344
Website content	-	-	-	45	5,986	-	3,586	9,617
Annual Conference	-	-	-	-	-	-	-	-
Awards	-	-	-	11,955	20,143	-	-	32,098
Advocacy	-	1,694	-	100	627	-	114	2,535
Other direct costs (programme incl Journal and CPD training)	-	-	6,337	11,445	94,242	-	(2,085)	109,939
General office costs	-	-	137	-	396	-	32,750	33,283
Board and Council expenses	-	-	-	400	130	1,419	-	1,949
Professional fees	-	-	-	-	-	10,713	1,315	12,028
Bank charges and refunds	-	-	19	193	150	-	677	1,039
Other overhead costs	-	-	-	-	334	920	8,675	9,929
	10,432	1,694	8,493	40,851	205,368	13,052	257,473	537,363
Support costs	55,173	38,314	50,575	53,640	59,771	-	(257,473)	-
Governance costs	2,797	1,942	2,564	2,719	3,030	(13,052)	-	-
Total expenditure 2023	68,402	41,950	61,632	97,210	268,169	-	-	537,363

Notes to the financial statements

For the year ended 31 March 2024

6 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2024 £	2023 £
Depreciation	5,148	4,974
Operating lease rentals payable:		
Property	-	-
Other	-	-
Independent examiner's/ Auditor's remuneration:		
Independent examination	4,500	-
Audit	-	9,600
	<u> </u>	<u> </u>

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	235,985	216,835
Social security costs	17,565	16,790
Employer's contribution to defined contribution pension schemes	11,388	9,301
Other	1,955	5,675
	<u>266,893</u>	<u>248,602</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2024 No.	2023 No.
£60,000 – £69,999	<u>1</u>	<u>1</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £76,831 (2023: £73,791).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2023: £nil). No charity trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs relating to attendance at meetings of the trustees. There was one physical meeting in the year, total travel and subsistence £910 incurred by 5 members (2023: £Nil incurred by 0 members).

Trustees are compensated for loss of earnings for time spent attending meetings, as many of the trustees are freelancers. The total payments of compensation for loss of earnings were £880 (2023: £920) for 1 trustees (2023: 2).

Notes to the financial statements

For the year ended 31 March 2024

8 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 7.6 (2023: 7.4).

Staff are split across the activities of the charity as follows (full time equivalent basis):

	2024 No.	2023 No.
Raising funds	0.9	1.1
Advocacy	0.5	0.8
Increase profile and visibility of members practice	1.4	1.0
Train the workforce	1.4	1.1
Diversify the workforce	1.7	1.2
Governance	0.8	0.7
	6.8	5.9

9 Related party transactions

There are no related party transactions to disclose for 2024 (2023: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Trustee expenses and payments to trustees are disclosed in note 7.

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Office equipment £	Total £
Cost		
At the start of the year	8,810	8,810
Additions in year	–	–
Disposal	–	–
At the end of the year	8,810	8,810
Depreciation		
At the start of the year	6,401	6,401
Charge for the year	1,177	1,177
Disposal	–	–
At the end of the year	7,578	7,578
Net book value		
At the end of the year	1,232	1,232
At the start of the year	2,409	2,409

Notes to the financial statements

For the year ended 31 March 2024

12 Intangible fixed assets

	Website £	Total £
Cost		
At the start of the year	19,870	19,870
Additions in year	-	-
Disposals in year	-	-
At the end of the year	19,870	19,870
Depreciation		
At the start of the year	15,897	15,897
Charge for the year	3,971	3,971
Eliminated on disposal	-	-
At the end of the year	19,868	19,868
Net book value		
At the end of the year	2	2
At the start of the year	3,973	3,973

13 Debtors

	2024 £	2023 £
Trade debtors	2,295	1,056
Other debtors	114	422
Grants receivable	9,699	3,683
Prepayments	2,887	700
	14,995	5,861

14 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	14,569	2,034
Taxation and social security	-	-
Other creditors	2,178	2,178
Accruals and deferred income (note 15)	28,875	52,451
	45,622	56,663

15 Deferred income

	2024 £	2023 £
Balance at the beginning of the year	34,375	43,642
Amount released to income in the year	(34,375)	(43,642)
Amount deferred in the year	24,375	34,375
Balance at the end of the year	24,375	34,375

Notes to the financial statements

For the year ended 31 March 2024

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	1,232	–	–	1,232
Intangible fixed assets	2	–	–	2
Net current assets	74,294	35,000	39,599	148,893
Net assets at 31 March 2024	75,528	35,000	39,599	150,127

16b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	2,409	–	–	2,409
Intangible fixed assets	3,973	–	–	3,973
Net current assets	64,719	39,950	65,510	170,179
Net assets at 31 March 2023	71,101	39,950	65,510	176,561

17a Movements in funds (current year)

	At 1 April 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2024 £
Restricted funds:					
Arts Council England Feasibility		12,703	–	–	12,703
Arts Council Wales (Engage Cymru)	15,640	43,690	(39,172)	–	20,158
Creative Scotland (Engage Scotland)	38,514	35,324	(82,485)	–	(8,648)
CGI	–	3,000	–	–	3,000
The Art Society (Let's Create Art)	–	3,000	(3,000)	–	–
Contemporary Arts Society Wales	–	3,000	(3,561)	–	(561)
Postcode Lottery	–	8,130	(8,130)	–	–
Arts & Business Cymru (Engage Cymru)	–	3,100	(2,000)	–	1,100
Alexandra Reinhardt Memorial award	2,221	–	–	–	2,221
MaxLiteracy Awards	5,417	30,000	(28,110)	–	7,307
Marsh Awards	3,719	1,900	(3,300)	–	2,319
Total restricted funds	65,510	143,847	(169,758)	–	39,599
Designated funds	39,950	–	(29,139)	24,189	35,000
General funds	71,101	289,138	(260,522)	(24,189)	75,528
Total unrestricted funds	111,051	289,138	(289,661)	–	110,528
Total funds	176,561	432,985	(459,419)	–	150,127

The narrative to explain the purpose of each fund is given at the foot of the note below.

Notes to the financial statements

For the year ended 31 March 2024

17b Movements in funds (prior year)

	At 1 April 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2023 £
Restricted funds:					
Arts Council Wales (Engage Cymru)	90,720	82,830	(157,910)	–	15,640
Creative Scotland (Engage Scotland)	27,825	67,438	(56,749)	–	38,514
The Fleming Collection (Let's Create)		5,000	(5,000)	–	–
The Art Society (Let's Create Art)		3,000	(3,000)	–	–
Derek Hill Foundation (Let's Create Art)		5,000	(5,000)	–	–
Cardiff Value Health (Engage Cymru)		4,999	(4,999)	–	–
Arts & Business Cymru (Engage Cymru)		500	(500)	–	–
Alexandra Reinhardt Memorial award	2,221	–	–	–	2,221
MaxLiteracy Awards	8,713	–	(3,296)	–	5,417
Marsh Awards	2,319	2,100	(700)	–	3,719
Total restricted funds	131,798	170,867	(237,155)	–	65,510
Designated funds	42,000	–	(21,546)	19,496	39,950
General funds	73,960	295,299	(278,660)	(19,496)	71,101
Total unrestricted funds	115,960	295,299	(300,206)	–	111,051
Total funds	247,758	466,166	(537,361)	–	176,561

Purposes of restricted funds

Engage Cymru and Engage Scotland

These funds are funded by the Arts Council of Wales and Creative Scotland respectively and fund the activities of Engage in those countries.

Let's Create Art

Let's Create Art is funded by The Art Society to promote the participation of young people in the arts by means of activities undertaken in galleries and museums.

Alexandra Reinhardt Memorial Award

The Alexandra Reinhardt Memorial Award is funded by the Max Reinhardt Charitable Foundation. The project aims to bring together the creative energies of an artist, a museum, visual arts venue or gallery and the local community. It is intended to engage and inspire children, young people and families as well as lead to the creation of an artwork to go on public display.

MaxLiteracy Awards

The MaxLiteracy Awards (previously known as the Max Reinhardt Literacy Awards) are funded by the Max Reinhardt Charitable Foundation. The project was developed to enable galleries, art museums and visual arts venues to support a dedicated programme of creative writing and literacy work with schools. Funding from the Awards will allow each of the three venues to employ a creative writer to work with a local school on a creative writing or literacy project, taking inspiration from the venue's collections, displays or building. The Awards are run in partnership by Engage and the National Association for Writers in Education (NAWE).

Notes to the financial statements

For the year ended 31 March 2024

Purposes of restricted funds (continued)

Marsh Awards

The Marsh Awards are an annual award made to recognise those working in Gallery Education who have shown dedication or innovation in their work. It is funded by the Marsh Christian Trust.

Purposes of designated funds

Project funding

In order to ensure our reserves remain at our desired level, the Trustees have allocated £35,000 to be used for projects and activities during 2024/25. In particular this will be used for UK-wide projects and to support Staff Costs

18 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2024	2023	2024	2023
	£	£	£	£
Less than one year	-	-	-	122
One to five years	-	-	-	-
	-	-	-	122

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Accounts

Engage

Bringing people
and art together

National Association for Gallery Education (operating as Engage)

For the year ended 31 March 2023

Contents

Reference and administrative information	3
Trustees' annual report	5
Independent auditor's report	19
Statement of financial activities (incorporating an income and expenditure account)	24
Balance sheet	25
Statement of cash flows	26
Notes to the financial statements	27

Directors and trustees

The trustees (who are the directors for the purposes of company law) throughout the year and at the date of signing the accounts were:

Camilla Johns		Resigned June 2022
Andrew Lawson		
Julian Nettel		
Janie Nicoll		
Loveday Shewell	Treasurer	
Sarah Campbell	Vice Chair	Resigned July 2022
Bethan Page		Resigned April 2022
Natalie Walton		Resigned May 2023
Rosalind Croker-Ahmed		Resigned March 2023
Debi Banerjee		Resigned October 2022
David Tubman		Resigned May 2023
Angharad Palin		
Damien McGlynn		
Ffion Rhys		
Anita Taylor	Chair	
Bernard Hay		Appointed December 2022
Laura Gabe		Appointed December 2022
Ally Zlatar		Appointed December 2022

Jane Sillis	Chief Executive
-------------	-----------------

Reference and administrative details

Name and registration

The National Association for Gallery Education, operating as Engage, is a registered charity in England and Wales (1087471) and Scotland (OSCR No. SC039719) and a UK company limited by guarantee (4194208) registered in England and Wales.

Registered office and principal place of business

70 Cowcross Street, London, EC1M

National Association for Gallery Education (operating as Engage)

For the year ended 31 March 2023

Reference and administration information

Advisors

Auditor	Sayer Vincent LLP Invicta House 108-114 Golden Lane London EC1Y 0TL
---------	--

Bankers	CAF Bank Ltd Kings Hill West Malling Kent ME19 4TA
---------	---

	National Westminster Bank PLC Chancery Lane & Holborn PO Box 159 332 High Holborn London WC1V 7PS
--	---

2022/23 was a key year for Engage's long-term organisational strategy following an intensive period of organisational realignment. Our plans built on developments to our programme, operational, and financial models, underpinned by a new Theory of Change that articulates the mission of the work we do - "Everyone has the opportunity to engage with visual art in ways that enrich their lives" - and five new priority objectives: Train the workforce, Diversify the workforce, Increase profile and visibility of members' practice, Provide opportunity for members to debate and shape practice, and Lead sector advocacy to deliver this.

The 2022/23 period was significant as our Board lead the application to our principal funder Arts Council England (ACE), to be included as a National Portfolio Organisation. In preparation for this, the 2022/23 programme was aligned to ACE's core strategy – Let's Create, and guided by the ACE Investment Principles of Ambition & Quality, Dynamism, Environmental Responsibility, and Inclusivity and Relevance.

From 2021/22, Engage has defined a new driving mission for our work:

Everyone has the opportunity to engage with visual art in ways that enrich their lives.

Our mission will be delivered through five priority areas:

- Train the workforce
- Diversify the workforce
- Increase the profile and visibility of members' practice
- Provide opportunity for members to debate and share practice
- Lead sector advocacy

Engage's objectives as set out in its Memorandum and Articles are to:

- Promote and advance education, especially visual arts education, for the public benefit, in particular through the provision of training and workshop facilities in gallery education.
- Undertake, promote, or assist in promoting research into all aspects of gallery education and to disseminate the useful results of such research for the benefit of the public.

In 2022/23 our activities were directed to deliver the five priority areas outlined above (2.1).

Progress was measured against SMART objectives agreed with the Board against each of these areas: governance and management; communications; finance and resilience; equality and diversity and environmental responsibility.

All five SMART targets for training the workforce were met in full or part. Targets focused on quantitative indicators such as the number of events; and attendance at these and qualitative measures to assess the benefits to training participants in terms of skills and knowledge development, relevance and career progression. 75 events were delivered against a target of 90. These included networking, peer learning, training and a new podcast series. The attendance rate for these was 98% against a target of 80%, with paid for events encouraging attendance. 94% of attendees reported that activities enhanced their skills and knowledge against a target of 90%. 94% of participants stated training was relevant to their career development against a target of 60%. 88% of training participants reported that training was relevant, just short of our 90% target. Training focused on equalities and diversity, environmental responsibility, evaluation and health and wellbeing. Specific programmes addressed: race, neurodivergence, mental health, safeguarding, early years, outdoor learning and creative evaluation. Comments from participants included:

"Reduced stress around evaluation."

"Increased awareness, actionable."

The Wales Arts Health and Wellbeing Network delivered a wellbeing programme to 200 artists, How Ya Doing, through creative reflection, creative sessions and coaching.

27 participants completed the online Extend leadership programme. 100% of those who took part reported they gained leadership knowledge, 88% enhanced leadership skills and 83% clear career goals. As one participant said:

"I have found every element of the training extremely valuable. It has been very thoughtfully constructed to cover many areas of relevance. It has come at a brilliant time for me when I'm developing a team and having to think a lot about forward planning."

Extend leadership alumni since 2011 met in person at New Art Gallery, Walsall in August 2022.

Training met the ACE *Ambition and Quality* investment principle, equipping participants with the skills and knowledge to deliver innovative, cutting-edge practice. *Dynamism* was delivered through nurturing a skilled and resilient workforce able to lead. *Diversity and inclusivity* and *Environmental Responsibility* were core topics throughout training

programmes, with online provision supporting both access and modelling good environmental practice.

We met both Engage's quantitative targets to diversify the workforce. 18 opportunities were provided for young people who are Black, Asian, Ethnic Minority, deaf, disabled, LBQT+, from lower socio-economic backgrounds or represent a less advantaged group to work with organisations who deliver engagement and participation. Activities including the Gathering Momentum Young Producers initiative; Engage Cymru's Change Makers accredited placement programme, the Engage Scotland ART Evolution youth engagement scheme and the Stephen Palmer Travel Bursary Fund, also delivered by Engage Scotland.

Six young people co-produced Gathering Momentum, a two-day online event in March 2023 for the visual arts workforce, looking at the future of the sector for young people. Contributors spoke about the climate emergency, equalities, activism and youth voice. Young producers were supported through training and coaching. The resources they created are an important legacy for the event. Delegates valued the event commenting:

"Congratulations to all the young people involved in producing a rich and stimulating event"

"A very thought provoking event - there was a great feeling of honesty and genuine concern and interest in the presentations - with examples of projects and approaches that were achievable and making a real impact"

Engage Cymru's Change Makers programme supported 20 global majority young people to complete accredited placements with visual arts hosts in South Wales. Participants shared their experiences through an online debate and film. Evaluation of the programme has directly informed the Inclusion Ready Practice programme in 2023/24, focused on systemic change to organisational culture in visual arts organisations in Wales.

Young people in Scotland shared their experiences of participating in the ART Evolution programme through an online event in summer 2022 for sector colleagues, and through films and an evaluation report.

Engage met the target to increase the diversity of participants attending training and events by 3% from those who identify as Black, Asian, Ethnic Minority, deaf, disabled, LBQT+, from lower socio-economic backgrounds or represent a less advantaged group. Black, Asian or Ethnic Minority participants were 13% compared with 7% in the previous year; LBQT+ participants 27% compared with 6% in 2021/22 and Disabled and Neurodiverse participants 20% compared with 13% in the previous year.

Baseline data gathered in 2022/23 has been used to set targets for activities from 2023 onwards growing the diversity of the sector. Engage's progress is modest but has established a foundation for this critical area of work.

This strand of activity supports the ACE *Inclusivity and Relevance* principle through activities and sharing evaluation.

We met the targets to increase the profile and visibility of members' practice with 62 opportunities compared with 40 in 2021/22. These included case studies for Let's Create Art and on members' environmental practice; contributions to the Journal and podcasts, Area Group events in person and online and a sharing event for the Engage Cymru Change Makers programme.

60% of members said that they value the opportunity to share practice compared to 16% in the previous year.

The Journal on Generation Z and the Future of Creative Work was accompanied by two well received online debates in summer 2022, and for the first time a series of four podcasts.

Let's Create Art (LCA) in autumn 2022 engaged 4,000 participants through 146 events and 20 bursaries with a focus on arts and wellbeing. We provided sector training and shared advocacy tools including case studies, a film and commissioned artwork. Let's Create Art 2023 will focus on supporting young people to access training, education and work in the visual arts. 60% of respondents said that, through LCA, participants gained confidence and enhanced self-esteem, 70% new skills, 80% enhanced wellbeing, 70% greater social connections and 70% access to further arts activities. As one respondent said, LCA had the advantage of:

"Allowing participants free access to an arts activity delivered locally but which is also part of a nationwide project."

This activity supported the ACE *Inclusivity and Relevance* principal by ensuring activities reflect members' current concerns and practice, and *Ambition and Quality* through supporting members to share and evaluate practice.

We exceeded our target to increase opportunities for members to meet and connect with peers by 50% with 38 events compared with 24 events in the previous year. These included the new online monthly Members' Mingle meetings and inaugural sharing events for the Let's Create Art advocacy campaign and the Wales Arts Health and Wellbeing Network events.

91% of members reported that sharing practice enabled them to influence wider strategic change. This data provides a baseline for a more ambitious target in 2023/24.

Through this strand of activity, we delivered the *Inclusivity and Relevance* and *Ambition and Quality* principles, both within our organisation and in our support for the sector.

We met our targets to lead sector advocacy contributing to 24 consultations or speaking engagements on visual arts engagement and participation compared with 13 in the previous year. This included work across Wales, Scotland and England, contributing to consultation on policy and programme delivery for statutory arts organisation, government, and trusts and foundations and teaching at higher education institutions. In addition, we participated in 13 advisory groups across visual arts engagement and participation in Wales, Scotland and England, the same number as last year. 81% of training participants reported that they feel able to contribute to sector advocacy as a consequence of Engage's advocacy work. This will provide baseline data for the 2023/24 SMART objective.

This strand of activity enabled Engage to address the investment principles of *Inclusivity and Relevance* and *Ambition and Quality*, as Engage lead sector advocacy, collaborating with relevant partners to make the case for access to and resources for visual arts engagement and participation across the UK.

We met our overall target to increase the number of paying member beneficiaries with 258 compared to 221 in the previous year.

Membership from 2023/24 is underpinned by a refreshed membership strategy through which we aim to grow and diversify membership. During 2023 we will also collect demographic data on members to establish baseline data for targets to diversify membership from 2024 onwards.

The website was refreshed, and new content was added. Job listings exceeded our target, with 76 listings against a target of 68. There was a small decrease in website engagement of 1k users. Twitter followers remained stable. The appointment of a new Marketing Officer in summer 2023, a refreshed marketing and communications strategy and plan in 2023/24 and new programme strands in 2023/24 will stimulate engagement on social media and through the website.

We measured our performance against a number of SMART objectives on equality and diversity:

We achieved our objective to diversify the Engage staff team, with a targeting of recruiting at least one team member from a diverse background. During 2022/23 there was an increase in the team in those who identified as deaf or disabled; average lower age; increased LGBTQ+ diversity, gender identification and an increased range of socio-economic backgrounds. There was no change to ethnic diversity. Board membership in 2023 increased in its spread of socio-economic backgrounds, balance of male and female Board members and a wider spread of ages. Board membership includes those who identify as deaf, disabled and neurodivergent. The Board was 75% White British. In 2023 recruitment to the Board has focused on further diversifying membership. In tandem with

this, a review of the organisation's culture involving the Board and the team is underway in 2023.

Eight training sessions were delivered on equalities and inclusion issues against a target of 10 and formed partnerships with 10 new equalities and inclusion organisations meeting our target. Further work needs to be done collecting demographic data on members to provide baseline data for targets to diversify membership from 2024. The Journal Advisory Editorial Board was reviewed and a new model will be in place for 2023/24 with the refreshed Journal format.

An environmental action plan and policy was refreshed in summer 2022 with the support of Environmental Champions from the Board, Council and the staff team who also attended a Climate Crisis event in March 2023. Training sessions and case studies were shared on the climate emergency.

The Charity Commission's general guidance ('Public Benefit: Rules for Charities', issued in February 2014 and 'Public Benefit: PB1, PB2, and PB3', issued in September 2013) on Public Benefit informs all reviews of Engage's aims and objectives carried out by the Board, and the planning of future activities.

- Engage aims to enhance the experience of audiences engaging with the visual arts in person or remotely. A large proportion of the institutions that Engage works with offer free or concessionary access to in-person and digital activities.
- Engage is a membership organisation, with members throughout the UK and internationally. Engage works with and through its membership to achieve its aims. The specific benefit provided to members in the form of professional support is central to the achievement of Engage's central aim that 'Everyone has the opportunity to engage with visual art in ways that enrich their lives'.
- Membership is open to all adults but is primarily for organisations and professionals working in visual arts engagement and participation to enjoy specific specialised resources to support them in their work with the general public.
- Fees for Engage membership are kept low in order that they are not restrictive, particularly for individual members.

In 2022/23 we engaged with 1,008 participants directly and 4,110 indirectly through programmes with partners, engaging with 5,198 participants overall.

Feedback from participants in terms of impact was consistently strong, with 95% of participants in training, for example, reporting it positively supported their future career development.

Programmes such as Change Makers, Gathering Momentum and ART Evolution focused on supporting young people underrepresented in the visual arts workforce to progress.

Advocacy has remained a strength of Engage with evidence from the Engage Scotland and Queen Margaret University research, Mapping contemporary art and design education in Scotland, being profiled at the Edinburgh International Cultural Summit in summer 2022.

The Wales Arts Health and Wellbeing Network became independent of Engage Cymru having demonstrated the impact of its work.

Engage became an Arts Council England Investment Principles Organisation from 2023/24. Support was secured from Creative Scotland and Arts Council Wales. Grants were received from the Arts Society, Derek Hill Trust, Fleming Collection and from Wales and West Housing Association. We continued to work in partnership with the Marsh Charitable Trust and to revise the programmes we will deliver with the Max Reinhardt Charitable Trust from 2023/24.

Our planned activities respond to the needs of our members, the wider sector and the beneficiaries who we support them to engage with. Our programme directly addresses these new needs - including a focus on wellbeing, peer connection and resilience - and maintains flexible, remote and hybrid forms of delivery to ensure continued provision across all potential future restrictions. Our plans also address the ongoing and urgent priority for Engage and the sector to diversify its workforce, tackling this long-standing challenge with dedicated activities. We will also continue to focus support on equipping the sector with the tools to ensure its reach to new audiences and into areas with low levels of cultural engagement.

Core activity (summarised below) builds on the groundwork laid in 2021 and 2022 and continues to focus on the objectives established in our Theory of Change. UK-wide IPSO activities planned for 2023-25, which we will deliver across the five core objectives, include the launch of three new UK-wide initiatives: Art Encounters, Exchange and New Routes. Our work as an ACE IPSO focuses on supporting the sector to deliver two principles, *Dynamism* and *Ambition and Quality*.

- *Art Encounters* is a UK-wide online short course and alumni network that supports our aim to develop future leaders in the arts and cultural sectors who reflect the diversity of the UK.
- *Art Encounters* is an annual UK campaign showcasing the vital role of visual arts engagement in promoting positive wellbeing. The programme includes micro-bursaries and training targeted at geographic areas in the UK with less cultural provision.

- is a series of online training events that focus on upskilling and supporting the learning and engagement workforce to address key challenges and develop practice.
- is a revisioning of Engage's established network approach, supporting Area Representatives across the UK through training and professional development to deliver network events for members.
- is a peer learning programme to complement Engage's Journal and Podcast, which will equip underrepresented voices across the UK to share practice.
- is a new initiative focused on bridging the gap between compulsory education and employment for individuals with few opportunities for creative careers, through paid placements and training.
- is a professional development programme in targeted geographic areas in England, supporting visual art engagement professionals to deliver Action Learning projects with children and young people.
- is our hybrid annual network event, which will bring together learning from key programmes such as Art Encounters and Exchange to create an opportunity for all those working in the diverse field of arts engagement to join together for debate and discussion focused on the key issues and challenges affecting our work.

Engage Cymru will focus on an initiative to support 10 visual arts organisations to embed inclusive practice through coaching and peer learning. Outcomes will be shared with the visual arts sector in Wales. Training on evaluation will be provided alongside training and leadership development with UK-wide colleagues. Members will participate in New Routes and Let's Create Art. Regular networking sessions will be led by members in Wales. A resource will be produced with Contemporary Art Society Wales on the new curriculum.

Engage Scotland will raise the profile of disabled artists in the visual arts in Scotland and support visual arts organisations to work with high school students. Regular networking and training sessions will support activities on themes proposed by members. Scottish colleagues will participate in training and leadership programmes with colleagues from across the UK and contribute to Let's Create Art and New Routes.

We will activate ways to measure performance and gather both quantitative and qualitative data across all of our activities and programmes, enabling us to continually develop and be informed by the experience for our members and wider sector colleagues. Robust data gathering methods, and regular review and analysis, will drive planning a future programme that remains flexible and responsive to shifting needs.

During the year ended 31 March 2023, the principal sources of Engage's income were Arts Council England, Arts Council of Wales and Creative Scotland.

Arts Council England (ACE) provides unrestricted funding for Engage's activities in England as part of their National Portfolio Organisations funding programme. This was £234,034 in the current year (2022: £268,053).

The Arts Council of Wales (ACW) and Creative Scotland (CS) gave restricted funding to support the work of Engage in Wales and Scotland, respectively.

ACW provided funding for several projects in Wales during the year, including funding for Cultural Recovery, work on Change Makers and building a resilient Wales Arts Health and Wellbeing Network. In total £82,830 was received from ACW in 2022/23 as we wound down our Wales Arts Health and Wellbeing Network (WAHWN) activity (2022: £140,896).

Engage recognised grant funding of £67,438 from Creative Scotland in 2022/23 (2023: £92,742).

Other donors are listed in note 2 to the accounts.

Overall income for the year ended 31 March 2023 decreased from £642,411 in 2021/22 to £466,166 this year due to changes in our restricted funding mix and the extension of project dates due to COVID delays in the prior year.

Income from charitable activities increased from 2021/22 (from £38,300 to £40,283), as both membership and events increased during the year as we and our membership returned to work and activities.

Overall resources expended in the year increased £20,316 on the previous year to £537,363 (2021/22: £517,047) as we delivered projects with restricted funds from previous years.

Programme costs increased due to return to activity. The trustees have approved a budget through designated funds to increase expenditure in this area in 2023/24 to continue to increase activity and programme.

The trustees maintain a risk management strategy as follows:

- A quarterly reviewed risk register
- Implementation of systems designed to avoid identified risks

- Procedures designed to minimise risks should they arise

The main risks which the Board has identified relate to the possibility of reductions in funding of both core activities and project funding from major funders in future years. These risks are mitigated by the carrying of adequate reserves (see reserves policy below), by maintaining good relations with funders, carrying out effective fundraising from a more diverse range of sources of grants, and identifying other income streams.

The team now works fully remotely with hotdesking provided in some locations. We have added Staff Wellbeing to our risk monitoring as we transition to this new way of working.

All risk categories are monitored regularly at Board level through ongoing reviews and risk assessments.

The trustees review the reserves policy annually as part of the overall risk management of Engage. Free reserves are held to cover any temporary shortfall in income, unforeseen rise in spending requirements or other financial contingency, so that the charity can continue to operate at all times and manage any short-term fluctuations in cash flow levels.

Trustees review the charity's future plans, income projections and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process.

Engage's current core operating requirements are met by funding received from Arts Council England, which has approved a two-year grant from April 2023 to March 2025 and an extension to this funding after 2025 when we relocate from London.

Engage does not have any long-term liabilities, having moved offices in April 2021 to premises secured on a short-term licence.

Wind-down expenditure, associated with a reduction in operating activities due to reduced restricted project funding, would have minimal impact on core operating costs as most of the expenditure would cease as the projects ceased.

Trustees consider that the level of unrestricted reserves required to maintain central operations should equate to three months' core operating expenditure to smooth out short-term income or expenditure fluctuations. Three months' core central operations are assessed for the 2023/24 year as £63,976.

At 31 March 2023, free reserves of £64,719 (2022: £64,717) were held, 101% of the reserves target.

The trustees will continue to review the level of reserves so that Engage maintains the appropriate level of financial security required for the challenges of the years ahead.

Unrestricted funds at March 2023 were:

- General funds £71,101 (2022: £73,960)
- Designated funds £39,950 (2022: £42,000)

Trustees review the charity's future plans, income projections, and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process. Engage's current core operating requirements are met by funding received from the Arts Council of England which has approved a two-year grant from April 2023 to March 2025 and one-year Extension Funding at the same level until March 2026 following our move from London.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

The National Association for Gallery Education (Engage) is a membership association that exists to promote greater access to, and enjoyment and understanding of, visual arts engagement and participation.

The company is governed by its Memorandum and Articles of Association (incorporated 4 April 2001 and as amended 18 November 2004, 22 November 2007 and 28 January 2021). The company is limited by guarantee. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1 each. Anyone over the age of 18 can become a member, and as of 31 March 2023 there were 11 Trustee members (2022:16).

The business of Engage is managed by the trustees, who may exercise all the powers of the organisation. Day-to-day operation of Engage is delegated to the Chief Executive, and the Board is provided with quarterly written updates on progress. Specific issues are referred to the Chair or other trustees as appropriate when they arise.

The Council is an advisory body, the function of which is to give policy and strategic advice to the trustees on best achieving the objectives of Engage.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

The Engage Board is responsible for the charity's forward strategy and management, advised by the Council on programming issues (see below). The Board meets quarterly and appoints a Chair with overall responsibility for Board issues. At 30 September 2023, there were 11 Board members who are trustees of the charity and directors of the company. Observers from Arts Council England (ACE), the Arts Council of Wales and Creative Scotland are entitled to attend all Board meetings. The Board delegates day-to-day authority for operational decisions to a Chief Executive and to staff members who are responsible for membership, finance, administration, and the delivery of activity.

The Board of trustees appoints new trustees. Applicants are put forward either by a trustee or an Engage member, or invited to apply through advertising, and are then assessed regarding their suitability by a sub-group of trustees called the Nominations Committee. This committee then makes recommendations to the Board regarding new appointments. Trustees may not serve for more than six years. After standing down they may not then be re-elected for at least one year.

Trustees receive key documents about Engage when they take on their role and attend an induction session, which is held annually. A budget is provided for trustee training and away days are held if the trustees deem it desirable. During the year, three new trustees joined and received an online induction and were assigned Trustee Buddies to support them in their induction.

The Engage Council advises the staff team on programming issues. Council meets three times in each calendar year and trustees are encouraged to attend.

Council consists of Area Representatives (of whom there are at least two for each English region and for Scotland and Wales) and Special Interest Representatives. Special Interest Representatives sit on Engage's Council to represent key sections of Engage's membership and to add to the breadth of the Council's expertise. Currently there are representatives for freelancers, diversity, digital technologies, and higher education and research in relation to gallery education. Special interest areas are chosen in line with Engage's core priorities and in consultation with existing Council and Board members.

As of 12 September 2023, there were 27 members of the Engage Council. Nine new members were elected at the December 2022 AGM.

Development Groups in Scotland and Wales work with the respective Engage Coordinators in their countries to develop programmes for Engage members.

Vacancies for Council members are advertised to members via email. Council members are nominated by another Engage member and then put up for election at Engage's AGM. Members may also be co-opted during the year and then officially elected at the following AGM. Members are able to vote in absentia at the AGM via postal or email vote.

Council members are given a handbook when they take on their role and staff members work with Area Representatives throughout the year, to support their work and encourage activity. The induction procedure for new Council members takes place at least annually.

As of September 2023, Engage employs eight full- and part-time staff, led by a Chief Executive, to deliver its activities.

Engage has a pay policy which applies to all staff, including senior staff. Salaries for the coming year are agreed annually by the Board in accordance with the Board's increments policy.

We built on the organisational restructure initiated in 2020, increasing the size and hours of the team, which built capacity to deliver the Theory of Change and brought more skills in house such as finance and operations. The team received training in areas such as fundraising, income generation and partnerships to build the organisation's resilience.

The trustees (who are also directors of the National Association for Gallery Education for the purposes of company law) are responsible for preparing the trustees' annual 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 which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently

- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all 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.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 9 October 2023 and signed on their behalf by

Anita Taylor
Chair

We have audited the financial statements of National Association for Gallery Education (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 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
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended).

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

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 National Association for Gallery Education'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.

The other information comprises the information included in the trustees' annual report other than the financial statements and our auditor's 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.

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

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require 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 directors 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' annual report and from the requirement to prepare a strategic report.

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, 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.

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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

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

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

- We enquired of management which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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.

National Association for Gallery Education (operating as Engage)

For the year ended 31 March 2023

Independent auditor's report

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's 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 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. 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.

Joanna Pittman (Senior statutory auditor)

Date: 24 November 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Income from:	Note	Unrestricted	Restricted	2023	Unrestricted	Restricted	2022
		£	£	Total £	£	£	Total £
	2	244,034	170,867	414,901	285,448	313,295	598,743
	3	40,283	–	40,283	38,300	–	38,300
	4	9,488	–	9,488	5,329	–	5,329
		1,494	–	1,494	39	–	39
		295,299	170,867	466,166	329,116	313,295	642,411
	5	58,496	9,906	68,402	66,955	6,468	73,423
	5	41,950	–	41,950	44,816	380	45,196
		61,632	–	61,632	64,916	–	64,916
		76,178	21,032	97,210	76,868	–	76,868
		61,952	206,217	268,169	34,779	221,865	256,644
	306,						

National Association for Gallery Education (operating as Engage)

Balance sheet

Company no. 4194208

As at 31 March 2023

	Note	£	2023 £	£	2022 £
Fixed assets:					
Tangible assets	11		2,409		1,296
Intangible assets	12		3,973		7,947
			<u>6,382</u>		<u>9,243</u>
Current assets:					
Debtors	13	5,861		9,920	
Cash at bank and in hand		220,981		316,606	
		<u>226,842</u>		<u>326,526</u>	
Liabilities:					
Creditors: amounts falling due within one year	14	(56,663)		(88,011)	
Net current assets			<u>170,179</u>		<u>238,515</u>
Total net assets			<u><u>176,561</u></u>		<u><u>247,758</u></u>
The funds of the charity:	17a				
Restricted income funds			65,510		131,798
Unrestricted income funds:					
Designated funds		39,950		42,000	
General funds		71,101		73,960	
		<u></u>	<u>111,051</u>	<u></u>	<u>115,960</u>
Total unrestricted funds			<u>111,051</u>		<u>115,960</u>
Total charity funds			<u><u>176,561</u></u>		<u><u>247,758</u></u>

Approved by the trustees on 9 October 2023 and signed on their behalf by

Loveday Shewell
Treasurer

National Association for Gallery Education (operating as Engage)

Statement of cash flows

For the year ended 31 March 2023

	Note	2023 £	£	2022 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		(71,197)		125,364	
Depreciation charges		4,974		4,799	
Interest		(1,494)		(39)	
(Increase)/decrease in debtors		4,060		26,634	
Increase/(decrease) in creditors		(31,349)		(34,734)	
Net cash provided by / (used in) operating activities		(95,006)		122,024	
Cash flows from investing activities:					
Interest		1,494		39	
Purchase of fixed assets		(2,113)		–	
Net cash provided by / (used in) investing activities		(619)		39	
Change in cash and cash equivalents in the year		(95,625)		122,063	
Cash and cash equivalents at the beginning of the year		316,606		194,543	
Cash and cash equivalents at the end of the year	a	220,981		316,606	

Analysis of cash and cash equivalents and of net debt

	At 1 April 2022 £	Cash flows £	Other non- cash changes £	At 31 March 2023 £
Cash at bank and in hand	316,606	(95,625)	–	220,981
a Total cash and cash equivalents	316,606	(95,625)	–	220,981

Notes to the financial statements

For the year ended 31 March 2023

1 Accounting policies

a) Statutory information

Engage is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is 70 Cowcross Street, London EC1M 6EJ.

b) Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

Trustees review the charity's future plans, income projections and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process. Engage's current core operating requirements are met by funding received from the Arts Council of England who have approved a three-year grant from April 2023 to March 2026 with a review at 2025.

Engage have applied to Arts Council Wales for funding from April 2024 – March 2027 and expect to hear the outcome in October 2023.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Membership income is included in the accounts in the period in which it is received. This reflects the point at which membership for the ensuing period is confirmed and that subscriptions are non-refundable.

Notes to the financial statements

For the year ended 31 March 2023

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) 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 bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of advocacy, dissemination and professional development and other projects undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity:

● Raising Funds	21%
● Advocacy	15%
● Dissemination	20%
● Professional development and leadership	21%
● Research and activities	23%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

Notes to the financial statements

For the year ended 31 March 2023

1 Accounting policies (continued)

l) Intangible fixed assets

Individual intangible fixed assets costing £1,000 or more are capitalised at cost and are amortised over their estimated useful economic lives on a straight-line basis. The amortisation is as follows:

- Website development 5 years

Amortisation is only charged when the asset comes into use.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £750. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Office equipment 3 years

n) Debtors

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

o) Cash at bank and in hand

Cash at bank and cash 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.

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

q) 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

r) Pensions

The charity makes an employer contribution of 5% of gross salary to employees' personal or stakeholder pension schemes. From February 2018, contributions have been made into schemes qualifying under automatic enrolment regulations. Employees are required to make their own contributions of 3% of the eligible salary under automatic enrolment regulations for the 2021/22 year. The contributions made for the accounting period are treated as an expense and were £9,301 (2022: £8,310).

Notes to the financial statements

For the year ended 31 March 2023

2 Income from donations and legacies

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Arts and Business Cymru	–	500	500	–	3,450	3,450
Arts Council England	234,034	–	234,034	268,053	–	268,053
Arts Council of Wales	–	82,830	82,830	–	140,896	140,896
Creative Scotland	–	67,438	67,438	–	92,742	92,742
Newport County Council	–	–	–	–	150	150
NESTA	–	–	–	–	30,600	30,600
Individual Donations	–	–	–	250	–	250
Fleming Trust	–	5,000	5,000	–	5,000	5,000
Marsh Christian Trust	–	2,100	2,100	–	2,328	2,328
Max Reinhardt Charitable Trust	–	–	–	–	38,129	38,129
Paul Hamlyn Foundation	–	–	–	7,145	–	7,145
Cardiff Vale Heath Authority	–	4,999	4,999	–	–	–
The Derek Hill Foundation	–	5,000	5,000	–	–	–
The Art Society	–	3,000	3,000	–	–	–
Wales and West Housing	10,000	–	10,000	10,000	–	10,000
	244,034	170,867	414,901	285,448	313,295	598,743

3 Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Membership income	27,173	–	27,173	26,351	–	26,351
Income from other events	11,415	–	11,415	10,897	–	10,897
Sales of Engage Journal and publications	1,695	–	1,695	1,052	–	1,052
Total income from charitable activities	40,283	–	40,283	38,300	–	38,300

4 Income from other trading activities

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Advertising income	6,863	–	6,863	3,733	–	3,733
Sundry fees and sponsorship	2,625	–	2,625	1,596	–	1,596
	9,488	–	9,488	5,329	–	5,329

Notes to the financial statements

For the year ended 31 March 2023

5a Analysis of expenditure (current year)

	Charitable activities						2023 Total £	2022 Total £
	Raising funds £	Lead sector advocacy £	Increase profile and visibility of members practice £	Train the workforce £	Diversify the workforce £	Governance costs £		
Staff costs (Note 7)	-	-	-	11,113	41,847	-	195,642	204,439
Consultants and freelance fees	10,432	-	2,000	5,600	41,513	-	16,799	63,308
Website content	-	-	-	45	5,986	-	3,586	11,818
Annual Conference	-	-	-	-	-	-	-	8,146
Awards	-	-	-	11,955	20,143	-	-	53,088
Advocacy	-	1,694	-	100	627	-	114	556
Other direct costs (programme incl Journal and CPD tra	-	-	6,337	11,445	94,242	-	(2,085)	111,646
General office costs	-	-	137	-	396	-	32,750	33,499
Board and Council expenses	-	-	-	400	130	1,419	-	1,857
Professional fees	-	-	-	-	-	10,713	1,315	17,586
Bank charges and refunds	-	-	19	193	150	-	677	601
Other overhead costs	-	-	-	-	334	920	8,675	10,505
	10,432	1,694	8,493	40,851	205,368	13,052	257,473	517,049
Support costs	55,173	38,314	50,575	53,640	59,771	-	(257,473)	-
Governance costs	2,797	1,942	2,564	2,719	3,030	(13,052)	-	-
Total expenditure 2023	68,402	41,950	61,632	97,210	268,169	-	-	537,363
Total expenditure 2022	73,423	45,196	64,916	76,868	256,644	-	-	517,049

Notes to the financial statements

For the year ended 31 March 2023

5b Analysis of expenditure (prior year)

	Charitable activities							2022 Total £
	Raising funds £	Lead sector advocacy £	Increase profile and visibility of members practice £	Train the workforce £	Diversify the workforce £	Governance costs £	Support costs £	
Staff costs (Note 7)	-	-	-	-	-	-	204,439	204,439
Consultants fees	8,932	-	-	-	27,182	-	27,194	63,308
Website content	-	-	-	-	5,072	-	6,746	11,818
Annual Conference	-	-	-	-	8,146	-	-	8,146
Awards	-	-	-	-	53,088	-	-	53,088
Advocacy	-	556	-	-	-	-	-	556
Other direct costs (Programme)	210	-	5,991	14,372	90,968	-	105	111,646
General office costs	-	-	-	-	-	-	33,499	33,499
Board and Council expenses	-	-	-	-	140	1,717	-	1,857
Professional fees	-	-	-	-	1,823	9,471	6,292	17,586
Bank charges and refunds	-	-	-	-	-	-	601	601
Other overhead costs	-	-	-	-	587	-	9,918	10,505
	9,142	556	5,991	14,372	187,006	11,188	288,794	517,049
Support costs	61,884	42,975	56,727	60,165	67,041	-	(288,794)	-
Governance costs	2,397	1,665	2,198	2,331	2,597	(11,188)	-	-
Total expenditure 2022	73,423	45,196	64,916	76,868	256,644	-	-	

Notes to the financial statements

For the year ended 31 March 2023

6 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2023 £	2022 £
Depreciation	4,974	4,799
Operating lease rentals payable:		
Property	-	-
Other	-	-
Auditor's remuneration:		
Audit	9,600	8,400
	<u>9,600</u>	<u>8,400</u>

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	216,835	181,340
Social security costs	16,790	13,716
Employer's contribution to defined contribution pension schemes	9,301	8,310
Other	5,675	1,073
	<u>248,602</u>	<u>204,439</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2023 No.	2022 No.
£60,000 – £69,999	<u>1</u>	<u>1</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £73,791 (2022 £74,037).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs relating to attendance at meetings of the trustees. There were no such reimbursements in the year, as there were no physical meetings (2022: £Nil incurred by 0 members).

Trustees are compensated for loss of earnings for time spent attending meetings, as many of the trustees are freelancers. The total payments of compensation for loss of earnings were £920 (2022: £1,800) for 2 trustees (2022: 2).

Notes to the financial statements

For the year ended 31 March 2023

8 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 7.4 (2022: 5.9).

Staff are split across the activities of the charity as follows (full time equivalent basis):

	2023 No.	2022 No.
Raising funds	1.1	1.2
Advocacy	0.8	0.7
Dissemination	1.0	1.0
Professional development and leadership	1.1	1.0
Research and activities	1.2	1.1
Governance	0.7	0.9
	5.9	5.9

9 Related party transactions

There are no related party transactions to disclose for 2023 (2022: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Trustee expenses and payments to trustees are disclosed in note 7.

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Office equipment £	Total £
Cost		
At the start of the year	6,697	6,697
Additions in year	2,113	2,113
Disposal	–	–
At the end of the year	8,810	8,810
Depreciation		
At the start of the year	5,401	5,401
Charge for the year	1,000	1,000
Disposal	–	–
At the end of the year	6,401	6,401
Net book value		
At the end of the year	2,409	2,409
At the start of the year	1,296	1,296

Notes to the financial statements

For the year ended 31 March 2023

12 Intangible fixed assets

	Website £	Total £
Cost		
At the start of the year	19,870	19,870
Additions in year	–	–
Disposals in year	–	–
At the end of the year	19,870	19,870
Depreciation		
At the start of the year	11,923	11,923
Charge for the year	3,974	3,974
Eliminated on disposal	–	–
At the end of the year	15,897	15,897
Net book value		
At the end of the year	3,973	3,973
At the start of the year	7,947	7,947

13 Debtors

	2023 £	2022 £
Trade debtors	1,056	4,692
Other debtors	422	3,500
Grants receivable	3,683	–
Prepayments	700	1,728
	5,861	9,920

14 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	2,034	24,473
Taxation and social security	–	5,246
Other creditors	2,178	3,568
Accruals and deferred income (note 15)	52,451	54,724
	56,663	88,011

15 Deferred income

	2023 £	2022 £
Balance at the beginning of the year	43,642	47,435
Amount released to income in the year	(43,642)	(47,435)
Amount deferred in the year	34,375	43,642
Balance at the end of the year	34,375	43,642

Notes to the financial statements

For the year ended 31 March 2023

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	2,409	–	–	2,409
Intangible fixed assets	3,973	–	–	3,973
Net current assets	64,719	39,950	65,510	170,179
Net assets at 31 March 2023	71,101	39,950	65,510	176,561

16b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	1,296	–	–	1,296
Intangible fixed assets	7,947	–	–	7,947
Net current assets	64,717	42,000	131,798	238,515
Net assets at 31 March 2022	73,960	42,000	131,798	247,758

17a Movements in funds (current year)

	At 1 April 2022 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2023 £
Restricted funds:					
Arts Council Wales (Engage Cymru)	90,720	82,830	(157,910)	–	15,640
Creative Scotland (Engage Scotland)	27,825	67,438	(56,749)	–	38,514
The Fleming Collection (Let's Create)		5,000	(5,000)	–	–
The Art Society (Let's Create Art)		3,000	(3,000)	–	–
Derek Hill Foundation (Let's Create Art)		5,000	(5,000)	–	–
Cardiff Value Health (Engage Cymru)		4,999	(4,999)	–	–
Arts & Business Cymru (Engage Cymru)		500	(500)	–	–
Alexandra Reinhardt Memorial award	2,221	–	–	–	2,221
MaxLiteracy Awards	8,713	–	(3,296)	–	5,417
Marsh Awards	2,319	2,100	(700)	–	3,719
Total restricted funds	131,798	170,867	(237,155)	–	65,510
Designated funds	42,000	–	(21,546)	19,496	39,950
General funds	73,960	295,299	(278,660)	(19,496)	71,101
Total unrestricted funds	115,960	295,299	(300,206)	–	111,051
Total funds	247,758	466,166	(537,361)	–	176,561

The narrative to explain the purpose of each fund is given at the foot of the note below.

Notes to the financial statements

For the year ended 31 March 2023

17b Movements in funds (prior year)

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2022 £
Restricted funds:					
Engage Cymru	2,652	175,096	(87,028)	–	90,720
Engage Scotland	12,408	97,742	(82,325)	–	27,825
Alexandra Reinhardt Memorial Award	18,152	–	(15,931)	–	2,221
MaxLiteracy Awards	14,004	38,129	(43,420)	–	8,713
Marsh Awards	–	2,328	(9)	–	2,319
Total restricted funds	47,216	313,295	(228,713)	–	131,798
Designated funds	–	–	–	42,000	42,000
General funds	75,178	329,116	(288,334)	(42,000)	73,960
Total unrestricted funds	75,178	329,116	(288,334)	–	115,960
Total funds	122,394	642,411	(517,047)	–	247,758

Purposes of restricted funds

Engage Cymru and Engage Scotland

These funds are funded by the Arts Council of Wales and Creative Scotland respectively and fund the activities of Engage in those countries.

Children's Art Week

Children's Art Week is funded by several trusts and foundations to promote the participation of young people in the arts by means of activities undertaken in galleries and museums during Children's Art Week each year.

Alexandra Reinhardt Memorial Award

The Alexandra Reinhardt Memorial Award is funded by the Max Reinhardt Charitable Foundation. The project aims to bring together the creative energies of an artist, a museum, visual arts venue or gallery and the local community. It is intended to engage and inspire children, young people and families as well as lead to the creation of an artwork to go on public display.

MaxLiteracy Awards

The MaxLiteracy Awards (previously known as the Max Reinhardt Literacy Awards) are funded by the Max Reinhardt Charitable Foundation. The project was developed to enable galleries, art museums and visual arts venues to support a dedicated programme of creative writing and literacy work with schools. Funding from the Awards will allow each of the three venues to employ a creative writer to work with a local school on a creative writing or literacy project, taking inspiration from the venue's collections, displays or building. The Awards are run in partnership by Engage and the National Association for Writers in Education (NAWE).

Notes to the financial statements

For the year ended 31 March 2023

Purposes of restricted funds (continued)

Marsh Awards

The Marsh Awards are an annual award made to recognise those working in Gallery Education who have shown dedication or innovation in their work. It is funded by the Marsh Christian Trust.

Purposes of designated funds

Project funding

Planned expenditure on projects during 2021/22 was delayed due to changing circumstances, the pandemic and staffing changes. The trustees have allocated £39,950 to be used for projects during 2023/24. In particular this will be used for UK-wide 'New Routes' Diversity projects and to support Staff Costs

18 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2023	2022	2023	2022
	£	£	£	£
Less than one year	–	–	122	677
One to five years	–	–	–	122
	<u>–</u>	<u>–</u>	<u>122</u>	<u>799</u>

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Accounts

Engage

Bringing people
and art together

**National Association for Gallery Education
operating as
Engage**

(A company limited by guarantee and not having a share capital)

**Charity No. 1087471
Company No. 4194208
OSCR No. SCO39719**

**REPORT & FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31 MARCH 2022**

National Association for Gallery Education

For the year ended 31 March 2022

Contents

Reference and administrative information	2
Trustees' annual report	5
Independent auditor's report	24
Statement of financial activities (incorporating an income and expenditure account)	28
Balance sheet	29
Statement of cash flows	30
Notes to the financial statements	31

National Association for Gallery Education

For the year ended 31 March 2022

Reference and administration information

Directors and trustees

The trustees (who are the Directors for the purposes of Company Law) throughout the year and at the date of signing the accounts were:

Camilla Johns		Resigned June 2022
Priya Khanchandani		Resigned May 2021
Andrew Lawson		
Shân MacLennan	Chair	Resigned May 2021
Julian Nettel		
Janie Nicoll		
Loveday Shewell	Treasurer	
Emma Smale		Resigned February 2022
Sarah Campbell	Vice Chair	Resigned July 2022
Bethan Page		Resigned April 2022
Natalie Walton		
Rosalind Croker-Ahmed		
Debi Banerjee		
David Tubman		
Angharad Palin		
Damien McGlynn		
Ffion Rhys		
Anita Taylor	Chair	Appointed December 2021
Jane Sillis	Chief Executive	

Reference and administrative details

Name and registration

The National Association for Gallery Education, operating as Engage, is a registered charity in England and Wales (1087471) and Scotland (OSCR No. SC039719) and a UK company limited by guarantee (4194208) registered in England and Wales.

Registered office and principal place of business

70 Cowcross Street, London, EC1M 6E

National Association for Gallery Education

For the year ended 31 March 2022

Reference and administration information

Advisors

Auditor	Sayer Vincent LLP Invicta House 108-114 Golden Lane London EC1Y 0TL
---------	--

Bankers	CAF Bank Ltd Kings Hill West Malling Kent ME19 4TA National Westminster Bank PLC Chancery Lane & Holborn PO Box 159 332 High Holborn London WC1V 7PS
---------	--

INTRODUCTION: Our approach to 2021/22

2021/22 marked a year of re-alignment and re-focus for Engage. Led by our Board of trustees, we relaunched our programme of support for the visual arts learning and participation sector to respond to new needs defined by coinciding global contexts of the Covid-19 pandemic, the climate crisis and systemic injustice highlighted by Black Lives Matter and other social justice movements. We worked in extensive consultation with our membership, the Engage Council, key stakeholders, the Board and the Engage staff team to develop a new Theory of Change to underpin our organisational strategy going forwards. Our new Theory of Change articulates the mission driving the work we do:

Everyone has the opportunity to engage with visual art in ways that enrich their lives

This is delivered through five priority areas:

- Train the workforce
- Diversify the workforce
- Increase the profile and visibility of members' practice
- Provide opportunity for members to debate and share practice
- Lead sector advocacy

Our new Theory of Change emerged from an intensive period of strategic review and development throughout 2021/22. Supported by DCMS Cultural Recovery Fund, Paul Hamlyn Foundation and pro bono support from the Cranfield Trust, we have developed new strategies to maximise our strategic partnerships, diversify our fundraising, review our membership offer, and refresh our communications platforms and evaluation processes.

Through consultation, we have shaped our new organisational focus to respond to the new needs of our members, the wider sector, and the beneficiaries we support, to engage in the contemporary moment. It evolved in the context of Covid-19 and we have worked with the sector to understand and plan around the challenges and opportunities that have radically shifted our sector's ways of working, both through and beyond this unprecedented period of change. It also draws out Engage's strategic alignment to our principal funder, Arts Council England (ACE), enabling us to maximise our contribution to ACE's new ten-year strategy, *Let's Create*. By upskilling, connecting and mobilising the visual arts engagement and participation workforce, we will support the sector to deliver against *Let's Create's* vision and three core outcomes: Creative People, Cultural Communities and a Creative and Cultural Country. Primarily, we will equip the sector to embed ACE's four new Investment Principles (IPs), of 'Ambition & Quality', 'Dynamism', 'Environmental Responsibility' and 'Inclusivity & Relevance'.

2021/22 focused on initiating our Theory of Change and putting the structures in place to ensure the delivery of this new vision. We undertook a major staff restructure in early 2020/21 in order to streamline our resource and ensure we held the necessary skills and operational dynamism. In 2021/22 we re-aligned our programme to focus delivery on our five new priority areas. A new Chair, Professor Anita Taylor, was also appointed in December 2021.

Highlights from the year include the remodelling of our training and professional development programmes to online modes of delivery, which enabled a significant increase in their reach. We worked with around 1,300 colleagues from across the UK and beyond, who took part in 67 events, the majority of which were online with a small number of in-person activities ranging from training to networking and peer support. We worked with members and the wider sector to understand what the most pressing training needs were for them, devising responsive sessions on arts health and wellbeing, diversity and inclusivity, and participatory tools and practice for visual arts engagement. 90% of training participants reported enhanced skills and knowledge.

Engage Cymru launched the 'Change Makers' programme, supporting diversification of the workforce through 20 accredited placements for young people who identify as Black, Asian or Ethnic Minority. Engage Scotland delivered 'ART Evolution', supporting young people's wellbeing through engagement in the visual arts; Rhubaba hosted a paid internship for a young person identifying as Black, Asian or Ethnic Minority, alongside a peer network for Black, Asian or Ethnic Minority colleagues in the cultural sector. Engage Scotland also worked with Collective Gallery on an initiative to raise the profile of disabled artists in the visual arts sector in Scotland.

We also enhanced our peer-networking activities, responding to clear sector feedback on the challenges of at-home working and professional isolation caused by UK-wide venue closures and lockdowns. 338 colleagues from across the UK and internationally took part in four online discussions on the theme of 'Sharing Space', generating new dialogue on co-creation approaches. Aligning to our priority of supporting members to shape and develop practice, 81% of participants at Sharing Space reported that attendance supported them to respond proactively to change, while 54% confirmed that the discussion supported their future career needs.

The profile of members' practice was raised through 40 publications and/or contributions to activities. These included the Engage Journal exploring class in the UK visual arts sector and internationally, which was launched with online events and discussions. We led sector advocacy in England, Scotland and Wales, contributing to consultations, key groups and events on 36 occasions. We also delivered two sector intervention programmes that continued partnership with the Max Reinhardt Charitable Trust and focused on the arts and wellbeing. MaxLiteracy supported three awards in England for creative writing with young people inspired by visual stimulus and benefitted 76 young people. The Alexandra Reinhardt Memorial Award supported an artist to collaborate with a group of young people to create an exhibition at The Tetley, Leeds.

Membership grew in 2021/22 exceeding our target with 347 subscribers. We refreshed the website and established baseline measures for website usage. Followers on Twitter continued to grow in 2021/22, by 1.9%. An improvement in the jobs market saw job listings increase by 173%.

We achieved the SMART objective to diversify the staff team and of the Board to better meet the diversity of the UK population. 19.5% of contributors at activities in 2021/22 addressed diversity issues. We increased the numbers of partnerships we hold with organisations who address diversity issues. Our environmental policy was also reviewed and agreed.

2.0 MISSION AND PRIORITIES

From 2021/22, Engage has defined a new driving mission for our work:

Everyone has the opportunity to engage with visual art in ways that enrich their lives.

2.1 Priority areas

Our mission will be delivered through five priority areas:

- Train the workforce
- Diversify the workforce
- Increase the profile and visibility of members' practice
- Provide opportunity for members to debate and share practice and to
- Lead sector advocacy

3.0 OBJECTIVES & ACTIVITIES

3.1 Objectives

Engage's objectives as set out in our memorandum and articles are to:

- Promote and advance education, especially visual arts education, for the public benefit, in particular through the provision of training and workshop facilities in gallery education.
- Undertake, promote, or assist in promoting research into all aspects of gallery education and to disseminate the useful results of such research for the benefit of the public.

3.2. Activities

In 2021/22, our activities were directed to deliver the five priority areas outlined above (2.1).

Progress was measured against SMART objectives agreed with Board against each of these areas and governance and management; communications; finance and resilience; equality and diversity and environmental responsibility.

3.2.1. Train workforce

67 professional development-focused events took place in 2021/22, including 21 training sessions, 31 career professional development events and 15 networking events. We worked with over 1,300 participants across these sessions.

Engage trialled paid-for UK-wide online training for the first time. This was focussed on four themes:

- Diversity and inclusivity

- Arts, health, and wellbeing
- Participatory tools and practice for visual arts engagement and
- Environmental responsibility

Engage Cymru and Engage Scotland also launched country-specific programmes. These included the 'How Ya Doing artists' wellbeing programme in Wales with Dr Tracy Breathnach, bringing together coaching and peer-support sessions in person and online, as well as targeted training on engaging Black, Asian and Ethnic Minority young people. Engage Scotland offered training on combating racism, climate change, working sustainably, improving access for visually impaired people and creative sessions for engagement practitioners. Members were offered priority booking and reduced rates for training and networking to incentivise colleagues to become Engage members.

There was a 70% booking rate for training against a SMART objective of 80% and a 93% attendance rate against a SMART objective of 60%. The difference from actual outcomes to our SMART objectives reflect the change in our training model in 2021/22 from free to paid for, demonstrating the slightly reduced propensity to book, but far greater likelihood to actually attend when places are paid for.

90% of participants reported attending training enhanced their skills or knowledge, meeting our SMART objective. 88% of training participants reported that training was relevant to their current professional development needs, establishing baseline data for a SMART objective for 2022/23.

Comments from training participants include:

'It has given me the foundation of applying my own personal work on being anti-racist in my workplace, particularly in terminology and how best to go about recruiting to create a more diverse team.'

'We are to develop our equalities policy as a direct result of attending this session.'

'I will be able to reflect on our policies and approaches to safeguarding with a fresh look and new information and ensure we are being as robust as possible'

338 colleagues attended four linked online conversations on co-creation through our 'Sharing Space' programme that looked at co-created visual arts engagement and participatory practice. Engage worked with the Group for Education in Museums (GEM) and the Clore Duffield Foundation to support engagement and participation colleagues across the cultural sector to deliver hybrid learning. This build on work with GEM and Clore Duffield Foundation developed in 2020/21 to support Covid-secure engagement and participation practice.

Contributors came from across the UK and beyond and included:

Paul Haywood, University of the Arts London; Letty Clarke, Artes Mundi; Jade Lillie, Australia Council for the Arts; Fiona Macdonald, Design Museum; Professor Paul Heritage, People's Palace Projects; Vicky Sturrs, BALTIC; Joss Allen and Heather Fulton, ATLAS Arts; Natalia Palombo, Deveron

Projects; Taneesha Ahmed, Leeds2023; Irini Papadimitriou, FutureEverything; Sarah Derrick, Dundee Contemporary Arts; Susanne Burns, consultant and researcher; François Matarasso, artist, writer and researcher; Debbie Chan, arts producer; Nadia Rossi, artist; and whatsthebigmistry (Priya Mistry) artist and creative producer.

54% of participants confirmed attendance might support their future career needs. This established baseline data for a SMART objective in 2022/23.

Participants reflected:

'Inspiring speakers covering a wide range of creative spaces. Excellent structure to the conversation in terms of timings, transitions, and summary. This was a hopeful conversation, with an overall feeling of kindness and generosity.'

'It left me feeling inspired, reflective, fulfilled and motivated!'

'Really engaging and meaningful conversations, thoughtful presentations'

Engage staff also contributed to academic programmes on engagement and participation in the culture sector including: MA Arts Education, Kings College, University of London; Alternative Pedagogies in Visual Arts Education, Institute of Education, University College London; and MSc Museum Education, Glasgow University.

We reactivated and improved online content to support training. This included sharing member case studies on community participation, engaging communities remotely and arts and wellbeing; linking training topics with relevant resources on the website and re-sharing material from Engage Journal 45 on class through the E-bulletin to members and on the website. The Extend leadership programme for mid-career engagement and participation colleagues across England, Scotland and Wales, was reviewed after an online pilot programme in 2020/21 and will be relaunched in 2022/23.

3.2.2. Diversify workforce

Engage continues to pursue the ongoing and urgent priority for Engage and the visual arts engagement and participation sector to diversify its workforce, tackling this long-standing challenge with dedicated activities:

- Engage Cymru delivered 'Change Makers', supporting 20 young people who identify as Black, Asian or Ethnic Minority to undertake accredited placements with Ffotogallery, Riverfront, the Millennium Centre and Glyn Vivian Art Gallery.
- Engage Scotland worked with Rhubaba, Edinburgh to create a targeted internship for a young person who identified as Black, Asian or Ethnic Minority. They also supported a peer network for Black, Asian or Ethnic Minority colleagues working in the cultural sector and worked with Collective, Edinburgh to publish learning from 'Not Going Back to Normal' – an initiative to raise the profile of disabled artists in Scotland.

- Learning from the above has informed plans for Engage to develop future initiatives to support the sector to diversify the workforce across the UK.

Demographic data on participants at training events in 2021/22 will act as a baseline for SMART objectives to track our success in diversifying the profile of colleagues attending Engage training and events in 2022/23. 7% of training participants in 2021/22 were Black, Asian or Ethnic Minority, 6% LGBTQ+ and 13% identify as D/disabled or with an impairment.

3.2.3 Increase the profile and visibility of members' practice

Members shared their practice through 40 opportunities ranging from the publishing of resources, articles and case studies and contributing to sector events. These included contributions to the Engage Journal on class; a resource on improving access to galleries for visually impaired people and a resource for Careers Wales. This output provides a baseline for the 2022/23 SMART objective on sharing members' practice.

19% of members in 2022 annual survey reported that they valued sharing case studies and 16% said they valued promoting their work through Engage.

The 'Marsh Awards for Excellence in Gallery Education' was paused in discussion with the funder the Marsh Charitable Trust and will run in 2022/23 with a new title more aligned to our Theory of Change, the 'Marsh Awards for Excellence in Visual Arts Engagement'.

3.2.4. Provide opportunity for members to debate and shape practice

Engage provided 24 opportunities for members to meet and connect with peers in 2021/22, including Area Group meetings, 'Sharing Space' online events and Engage Cymru and Scotland Development Group meetings. Area Group meetings for members across the UK and beyond took place online and in person and focused on themes such as wellbeing. Engage Cymru hosted an event on monuments and colonial history. These outputs provided a baseline for the 2022/23 SMART objective.

81% of participants at 'Sharing Space' reported that attendance supported them to respond proactively to change and make the case for visual arts engagement and participation. This will provide a baseline measure for the 2022/23 SMART objective.

In 2021/22 we trailed events for members and non-members to promote the online Journal and promoted Journal articles through our E-bulletin, website and social media.

3.2.5 Lead sector advocacy

Engage contributed to consultations across the UK on visual arts engagement and participation, took part in key groups and spoke at events on 36 occasions. These included: Scotland's National Youth Arts Strategy for Creative Scotland; the Welsh Government Social Prescribing Framework; and the Office of Students consultation on new approaches to regulating student outcomes. This output

provides a baseline for our 2022/23 SMART objectives. Engage Scotland and Queen Margaret's University published research on art and design education in Scotland, commissioned by Creative Scotland for the Scottish Government.

Engage supported sector advocacy by programming and chairing joint events with the Museums Association and the Group for Education in Museums for the Manifesto for the Future of Learning in Museums, including sessions at the hybrid Museums Association Conference in Liverpool and online.

Engage advocated for art and design education across England, Scotland and Wales at a governmental level, taking a role in key groups such as the All-Party Group for Education in Art and Design, the Arts in Education Recovery Group, in Scotland and the National Arts and Education Network in Wales..

82% of training participants said they felt able to share their learning with others as a consequence of taking part. We will gather more specific data on the impact of taking part in activities on members' confidence to contribute to sector advocacy.

In 2021/22, Engage completed two programmes with the Max Reinhardt Charitable Trust committed to ahead of our organisational review and implementation of our new Theory of Change. This included the MaxLiteracy Awards, which supported three creative writers working with young people at: Newark Museum and Newark Academy; The Turnpike CIC and Westleigh Methodist Primary School; and Open Eye Gallery and Wirral Hospital School. 76 young people took part and three resources were completed and shared through the MaxLiteracy website, with further outcomes including an animated film, poetry books and a school exhibition. The programme focused on using creative writing, inspired by visual stimuli, to foster young people's wellbeing. We also delivered the Alexandra Reinhardt Memorial Award, creating an exhibition focused on wellbeing from November 2021 to March 2022 at The Tetley, Leeds, of work made by artist Beth Shapeero in collaboration with young people from Leeds College.

Engage Scotland worked with Creative Scotland on a travel bursary programme in memory of Creative Scotland officer Stephen Palmer to ten colleagues.

3.2.6. Membership

The membership target of 339 subscriptions by 31 March 2022 was exceeded, reaching a total of 347 subscribers including 106 organisational members and 241 individual members.

3.2.7. Communications and social media

We relaunched our website in 2021/22, improving its accessibility and layout, and supporting an increase in usage with 86,502 user sessions, establishing a baseline for 2022/23.

Twitter followers increased by 1.9% to 12,619 against a SMART target of 5%. As a consequence, we will reduce our SMART objective to increase Twitter followers in 2022/23 by 1.8%

The number of job listings increased by 173% against a target of 10%. We will use this baseline data to increase the SMART objective for 2022/23.

We improved the accessibility of downloadable resources. We will gather data from members on the accessibility and navigation of the website in 2022/23.

3.2.8. Equality and diversity

We measured our performance against a number of SMART objectives on equality and diversity:

- We achieved our objective to diversify the Engage staff team, recruiting five freelance contractors from diverse background including: Black, Asian, Minority Ethnic, disabled, LBGT+ or who represent a less advantaged group. The target was to recruit one team member from a diverse background by March 2023.
- We were close to meeting a SMART objective for 20% of contributors at Engage events to address diversity and equality issues. 19.5% of contributors addressed these issues with 13 out of 67 events specifically addressing equality and diversity.
- We did not progress the objective to diversify the membership of the Engage Journal Editorial Advisory Board in 2021/22. This is a priority for 2022/23.
- We met the objective to recruit two trustees by March 2023 from a diverse background including: Black, Asian, Minority Ethnic, disabled, LBGT+ or who represent a less advantaged group, with three trustees in May 2022 reporting protected characteristics. We will use this as a baseline for Board recruitment in 2022/23.
- We met the objective to increase the diversity of organisations worked with by two per year, working with seven organisations in 2021/22 who address issues of diversity.
- We did not collect demographic data on members in 2021/22. This will be actioned from 2022 after GDPR issues are reviewed and will provide baseline data for a target in 2023/24.

3.2.9. Environmental responsibility

We did not undertake an environmental audit as planned. We did review and agree our environmental policy in summer 2022 and will undertake an audit in 2022/23 in order to understand our environmental impact and implement actions to reduce this.

3.3 Impact of Covid-19

We secured £25k through the Arts Council England Cultural Recovery Fund. This supported strategic work on fundraising; membership and partnership and action learning for members. Arts Council Wales Cultural Recovery funding supported Engage Cymru to develop partnerships with diversity organisations and to build resilience. Engage Scotland received support from Creative Scotland to support young people impacted by the pandemic to engage in the visual arts through 'ART Evaluation'.

We shared case studies of work across the UK delivered through micro-grants funded by the Paul Hamlyn Foundation in 2020/21. This also supported work with Council and the Group for Education

in Museums on combating sector racism and work with a consultant to develop a new evaluation methodology.

As a consequence of the pandemic, we experienced programme delays across England, Scotland and Wales with programmes such as 'ART Evolution' in Scotland, 'Change Makers' in Wales and the two programmes supported by the Max Reinhardt Charitable Trust all taking longer to deliver than anticipated. The majority of training and networking activities were delivered online, following the transition to online delivery as a consequence of the pandemic, with a small number of in-person events and hybrid events in 2021/22. With the Group for Education in Museums and the Clore Duffield Foundation we supported the cultural engagement and participation sector to develop hybrid delivery.

4.0 PUBLIC BENEFIT

The Charity Commission's general guidance ('Public Benefit: Rules for Charities' issued in February 2014 and 'Public Benefit: PB1, PB2, and PB3', issued in September 2013) on Public Benefit informs all reviews of Engage's aims and objectives carried out by the Board, and the planning of future activities.

- Engage aims to enhance the experience of audiences engaging with the visual arts in person or remotely. A large proportion of the institutions that Engage works with offer free or concessionary access to in-person and digital activities.
- Engage is a membership organisation, with members throughout the UK and internationally. Engage works with and through its membership to achieve its aims. The specific benefit provided to members in the form of professional support is central to the achievement of Engage's central aim that 'Everyone has the opportunity to engage with visual art in ways that enrich their lives'.
- Membership is open to all adults but is primarily for organisations and professionals working in visual arts engagement and participation to enjoy specific specialised resources to support them in their work with the general public.
- Fees for Engage membership are kept low in order that they are not restrictive, particularly for individual members.

5.0 IMPACT

We evaluate our activities and survey members annually to monitor Engage's impact. In 2021/22, key highlights from our impact were:

- In early 2022, 83% of annual survey respondents reported attending Engage activities increased their knowledge in relevant areas.
- 82% of respondents reported resources such as the Journal and case studies were accessible.
- 67% of respondents reported they were satisfied with their membership.

A participant in a members' consultation session in summer 2021 commented:

'Engage has been a huge support to me at pivotal points in my career and for me the values comes from being part of a community.'

A training participant said:

'I think the training has been particularly beneficial.'

Through our repurposed training and peer-support programmes, we engaged with some 1,300 participants, online and in person, through affordable activities which upskilled the workforce and enabled colleagues to remain connected during a period of isolation caused by lockdowns and venue closures.

Initiatives such as Engage Cymru's 'Change Makers' programme with Black, Asian and Ethnic Minority young people and Engage Scotland's work with Black, Asian and Ethnic Minority young people and colleagues in the cultural sector, and with disabled artists, supported key groups underrepresented in the creative and cultural sector workforce and as participants.

Young people and artists benefitted from initiatives focused on wellbeing through MaxLiteracy, the Alexandra Reinhardt Memorial Award in England and 'How Ya Doing' artists wellbeing programme in Wales, critical during a period of isolation and concerns about mental wellbeing due to the pandemic.

There was significant reach in terms of advocacy, with 36 contributions to sector advocacy including the Engage Scotland research programme on art and design education carried out with Queen Margaret's University.

6.0 FUNDRAISING

Covid-19 had an immediate impact on fundraising, with applications to trusts and foundations and to statutory arts organisations stalled and many funds being closed for applications for extended periods.

Engage was very fortunate to receive regular funding from Arts Council England, the Arts Council of Wales and Creative Scotland. We were also generously supported by other grant-giving organisations for specific projects, the Max Reinhardt Charitable Trust, the Art Society and the Derek Hill Trust. Engage Cymru received funding from Wales & West Housing Association, Arts & Business Cymru and NESTA. Engage Scotland received support from the Fleming Collection.

Engage had previously been aiming to diversify income streams. During 2020/21 the priority was to stabilise the organisation and support the sector. In 2021/22 income from the Arts Council England NPO core grant (£234,034) represented 36% (2020/21 47%) of total income.

7.0 FUTURE PLANS

In 2022/23 Engage will continue to use the Theory of Change to underpin work in the five agreed priority areas against agreed SMART objectives.

We will deliver 75 training, leadership and networking activities for members across the UK and beyond, online and in person. These will include the online Extend Leadership Programme for 30 mid-career colleagues; regular online and in-person training, on topics including environmental responsibility and equalities, and an online gathering for UK and international participants in Spring 2023 modelled on 'Sharing Space'.

Key learning from initiatives to diversify the workforce, such as Engage Cymru 'Change Makers', will be shared through films and publications. Engage Scotland will build on the legacy of the 'Not Going Back to Normal' programme to raise the profile of disabled artists and will develop work with Black, Asian and Ethnic Minority colleagues in the cultural sector. Engage Cymru will develop a strategic initiative for visual arts organisations across Wales to diversify their workforce.

We will provide opportunities for members across the UK to meet in person and online to debate and shape practice, for example through Council, Area Group, Engage Cymru and Engage Scotland Development Group meetings. The profile and visibility of members' practice will be increased through online case studies and presentations at Sharing Space and through a Journal, focused on Generation Z, with two associated events and four podcasts.

We will continue to contribute to consultations and key groups to lead sector advocacy and will initiate a UK-wide advocacy event in October 2022, 'Let's Create Art' focusing on arts, health and wellbeing. The 'Marsh Awards for Excellence in Visual Arts Engagement' for UK and international colleagues will be revised after a pause in 2021. An initiative to support creative writing and wellbeing in association with the visual arts supported by the Max Reinhardt Charitable Trust to take place in 2023 will be announced in autumn 2022. The Wales Arts Health and Wellbeing Network will operate independently of Engage Cymru from October 2022 with the support of Arts Council Wales.

We will grow membership by 5% and collect demographic data to establish baseline insights to further diversify membership into the future. Engage will recruit up to four trustees in December 2022 with a priority of bringing younger people who better represent the diversity of the UK population to the Board. Board and the team will undertake work to review Engage's culture to welcome new trustees to the Board. Board will provide and receive mentoring/co-mentoring. We will recruit at least one staff team member from a diverse background for example: Black, Asian, Ethnic Minority, deaf, disabled, LGBTQ+, from a lower socio-economic background or representative of a less advantaged group. We will diversify the membership of the Journal Editorial Advisory Board and continue to increase the partnerships Engage has with organisations focusing on diversity.

We will build website usage by 5%, social media usage by 1.8% and job listings by 10%. The accessibility and design of the website will be further improved. We will grow the diversity of Engage's income, securing funding from trusts and foundations, undertaking a review of partnerships with universities, and implementing a review of membership structures and pricing. We will undertake an environmental audit to understand and mitigate Engage's environmental impact.

For 2023-26, we have applied to Arts Council England to become an Investment Principle Support Organisation, supporting the sector to deliver their 'Ambition & Quality' and 'Dynamism' Investment Principles. The programme has a focus on partnerships with organisations in ACE's Creative and

Priority Places. Activity will build on work developed since 2020 through Engage's Theory of Change. By March 2026, the organisations we support will be equipped to deliver ACE *Let's Create* strategy through the development of skills and knowledge and the development of cutting-edge practice that expands the reach and impact of programming for the communities they serve. Engage has made a commitment to move from our London base. The outcome of ACE 2023-25 funding will be announced in October 2022. Engage Board will meet in November 2022 for an Away Day to review the 2023-25 organisational plan. Key consideration will be securing support from 2023 through Arts Council Wales for Engage Cymru from 2023 onwards and for Engage Scotland from Creative Scotland and scoping programmes both aligned with Engage's five priority areas and strategic priorities in Wales and Scotland.

Key elements of our plans 2023 programme include, to support the sector to deliver the 'Dynamism' Investment Principle:

The 'Extend' leadership programme, delivered in partnership with The New Art Gallery Walsall, will support colleagues to become advocates for key concerns in the sector such as the climate emergency and lack of diversity in the cultural workforce. It will support a thriving arts participation and engagement sector with leadership progression that embeds inclusivity, access and community relevance.

The 'Explore' training programme, delivered with partners such as the Institute of Education, Group for Education in Museums, Carbon Literacy Project, Diversity Trust and a-n The Artists Information Company, will support the visual arts participation and engagement workforce to access professional training in key areas, such as: inclusive art programmes, measuring environmental sustainability and creative evaluation.

'New Routes' will support sustainable talent development pathways that embed a commitment to inclusivity and diversity in organisational decision-making, workforce and governance and will provide access to employment in the cultural sector for a more diverse workforce. It will be delivered in partnership with the Contemporary Visual Arts Network, Council for Higher Education in Art and Design, Higher and Further Education organisations and employers.

The 'Exchange' peer-learning programme, supported by Engage's Special Interest Representatives for Digital, Inclusion and the Environment, will support skills and knowledge exchange for the visual arts engagement and participation workforce. This will be further disseminated through co-created editions of the Engage Journal and associated podcasts.

We will support the sector to deliver the 'Ambition and Quality' Investment Principle through:

'Art Encounters', which will mobilise the visual arts engagement and participation workforce to deliver socially impactful children and young people's programming, in partnership with Take A Part, by focusing on Local Cultural Education Partnerships in Middlesbrough, Wolverhampton and across the South West to co-create evaluation tools and frameworks for data capture, thereby building and testing the long-term impact of engagement in the visual arts for children and young people.

'Let's Create Art' will support colleagues across the UK to test and develop practice. Outcomes will include case studies, training, tools and resources.

'Connect and Reflect' will support Engage's members across England to reflect and develop their practice through peer learning.

We will continue to develop long-term relationships with the Max Reinhardt Charitable Trust, Marsh Charitable Trust and others which align with Engage's five priority areas.

Engage will continue to work to diversify its Board and staff team. Engage will work to systematically reduce the environmental impact of our work and support the visual arts engagement and participation sector to do so.

8.0 FINANCIAL REVIEW

8.1 Incoming resources

During the year ended 31 March 2022, the principal sources of Engage's income were Arts Council England, Arts Council of Wales, Creative Scotland and the Paul Hamlyn Foundation.

Arts Council England (ACE) provides unrestricted funding for Engage's activities in England as part of their National Portfolio Organisations funding programme. This was £234,034 in the current year (2021: £234,034). In addition, ACE provided £34,019 through the Cultural Recovery Funds.

The Arts Council of Wales (ACW) and Creative Scotland (CS) gave restricted funding to support the work of Engage in Wales and Scotland, respectively.

ACW provided funding for several projects in Wales during the year, including funding for Cultural Recovery, work on 'Change Makers' and building a resilient Wales Arts Health and Wellbeing network. In total £140,896 was received from ACW in 2021/22 (2020: £62,808).

Engage recognised grant funding of £92,742 from Creative Scotland in 2021/22 (2021: £44,218).

Engage also received a grant £28,500 from the Paul Hamlyn Foundation, to match funding support received through the ACE Cultural Recovery Fund, of which £21,356 was recognised in 2020/21 and the balance in 2021/22.

Other donors are listed in note 2 to the accounts.

Overall income for the year ended 31 March 2022 increased from £496,998 in 2020/21 to £642,411 this year.

Income from charitable activities increased from 2020/21 (from £29,512 to £38,300), as both membership and events increased during the year. The majority of events were delivered online as the pandemic continued to restrict face-to-face activities.

8.2 Resources expended

Overall resources expended in the year increased £35,151 on the previous year to £517,047 (2020/21 £481,895).

This reflects the increase in fundraising and activity costs during the year. Programme costs remained lower than budgeted due to delays in activity caused by changes in staff and delays. The trustees have approved a budget through designated funds to increase expenditure in this area in 2022/23 to increase activity and programme.

8.3 Risk management

The trustees maintain a risk management strategy as follows:

- An annually reviewed risk register
- Implementation of systems designed to avoid identified risks
- Procedures designed to minimise risks should they arise

The main risks which the Board has identified relate to the possibility of reductions in funding of both core activities and project funding from major funders in future years. These risks are mitigated by the carrying of adequate reserves (see reserves policy below), by maintaining good relations with funders, carrying out effective fundraising from a more diverse range of sources of grants, and identifying other income streams.

In response to the Covid-19 pandemic in 2020/21, the team worked remotely and repurposed programmes so that they could be delivered within the restrictions of the pandemic, to continue the charity's core activities and to continue to secure income. The 2021/22 programme has been adapted to the pandemic, with online activity planned which will in turn be adapted to hybrid and in-person delivery depending on current health and safety considerations.

All risk categories are monitored regularly at Board level through ongoing reviews and risk assessments.

8.4 Reserves policy

The trustees review the reserves policy annually as part of the overall risk management of Engage. Free reserves are held to cover any temporary shortfall in income, unforeseen rise in spending requirements or other financial contingency, so that the charity can continue to operate at all times and manage any short-term fluctuations in cashflow levels.

Trustees review the charity's future plans, income projections and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process.

Engage's current core operating requirements are met by funding received from Arts Council England, who have approved a four-year grant from April 2018 to March 2023. An application has been made to Arts Council England for support for 2023/25.

Engage does not have any long-term liabilities, having moved offices in April 2021 to premises secured on a short-term licence.

Wind-down expenditure, associated with a reduction in operating activities due to reduced restricted project funding, would have minimal impact on core operating costs as most of the expenditure would cease as the projects ceased.

Trustees consider that the level of unrestricted reserves required to maintain central operations should equate to three months' core operating expenditure to smooth out short-term income or expenditure fluctuations. Three months' core central operations are assessed for the 2022/23 year as £62,585.

At 31 March 2022, free reserves of £64,717 (2021 £61,136) were held, 103% of the reserves target.

The trustees will continue to review the level of reserves so that Engage maintains the appropriate level of financial security required for the challenges of the years ahead.

Unrestricted funds at March 2022 were:

- General funds £73,960 (2021: £75,178)
- Designated funds £42,000 (2021: £0)

8.5 Going concern

Trustees review the charity's future plans, income projections, and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process. Engage's current core operating requirements are met by funding received from the Arts Council of England who have approved a four-year grant from April 2018 to March 2022 and one-year Extension Funding at the same level until March 2023.

In November 2022, Arts Council England confirmed funding at the same rate for 2023-2025.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

9.0 STRUCTURE, GOVERNANCE & MANAGEMENT

The National Association for Gallery Education (Engage) is a membership association that exists to promote greater access to, and enjoyment and understanding of, the visual arts engagement and participation.

9.1 Governing document

The company is governed by its Memorandum and Articles of Association (incorporated 4 April 2001 and as amended 18 November 2004, 22 November 2007 and 28 January 2021). The company is limited by guarantee. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1 each. Anyone over the age of 18 can become a member, and as of 31 March 2022 there were 16 members (2021:17).

The business of Engage is managed by the trustees, who may exercise all the powers of the organisation. Day-to-day operation of Engage is delegated to the Chief Executive, and the Board is provided with quarterly written updates on progress. Specific issues are referred to the Chair or other trustees as appropriate when they arise.

The Council is an advisory body whose function is to give policy and strategic advice to the trustees on best achieving the objectives of Engage.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

9.2 Board of trustees

9.2.1 Organisation

The Engage Board is responsible for the charity's forward strategy and management, advised by the Council on programming issues (see below). The Board meets quarterly and appoints a Chair with overall responsibility for Board issues. At 31 August 2022, there were 12 Board members who are trustees of the charity and directors of the company. Observers from Arts Council England (ACE), the Arts Council of Wales and Creative Scotland are entitled to attend all Board meetings. The Board delegates day-to-day authority for operational decisions to a Chief Executive and to staff members who are responsible for membership, finance, administration, and the delivery of activity.

9.2.2 Appointments

The Board of trustees appoints new trustees. Applicants are put forward either by a trustee or an Engage member, or invited to apply through advertising, and are then assessed regarding their suitability by a sub-group of trustees called the Nominations Committee. This committee then makes recommendations to the Board regarding new appointments. Trustees may not serve for more than six years. After standing down they may not then be re-elected for at least one year.

9.2.3 Training

Trustees receive key documents about Engage when they take on their role and attend an induction session, which is held annually. A budget is provided for trustee training and away days are held if the trustees deem it desirable.

9.3 Engage Council

9.3.1 Organisation

The Engage Council advises the staff team on programming issues. Council meets three times in each calendar year and trustees are encouraged to attend.

Council consists of Area Representatives (of whom there are at least two for each English region and for Scotland and Wales) and Special Interest Representatives. Special Interest Representatives sit on Engage's Council to represent key sections of Engage's membership and to add to the breadth of the Council's expertise. Currently there are representatives for freelancers, diversity, digital technologies, and higher education and research in relation to gallery education. Special interest areas are chosen in line with Engage's core priorities and in consultation with existing Council and Board members.

As of 12 September 2022, there were 31 members of Engage Council. Eleven new members were elected at the January 2021 AGM.

Development Groups in Scotland and Wales work with the respective Engage Coordinators in their countries to develop programmes for Engage members.

9.3.2 Appointments

Vacancies for Council members are advertised to members via email. Council members are nominated by another Engage member and then put up for election at Engage's AGM. Members may also be co-opted during the year and then officially elected at the following AGM. Members are able to vote in absentia at the AGM via postal or email vote.

9.3.3 Training

Council members are given a handbook when they take on their role and staff members work with Area Representatives throughout the year, to support their work and encourage activity. The induction procedure for new Council members takes place at least annually.

10.0 STAFF

As of September 2022, Engage employs seven full- and part-time staff, led by a Chief Executive, to deliver its activities.

10.1 Staff pay policy

Engage has a pay policy which applies to all staff, including senior staff. Salaries for the coming year are agreed annually by the board in accordance with the Board's increments policy:

- Salaries will normally be increased from 1 April each year, having regard to the published Average Earnings percentage increase (excluding bonuses) statistics published by the Office for National Statistics (www.statistics.gov.uk).
- Any increase will be subject to affordability, particularly in the context of the budgets for the year ahead.
- The Board will have the discretion to consider higher or lower increases (or no increase) in exceptional circumstances, either for individual members of staff or the staff team as a whole, provided that good reasons exist for deviating from the standard policy.
- The Average Earnings percentage increase will be taken from the Office for National Statistics from the December immediately prior to the 1 April annual review date (KA19 series). The salary increase rates will be put to the Board for approval as part of the annual budget proposals.
- In order to be eligible for an incremental pay increase, a member of staff must have been employed by Engage no later than the preceding October and achieve a satisfactory annual appraisal.

A condition of the Arts Council England Cultural Recovery Grants is that senior members of staff are not awarded a pay increase within 18 months of receiving the grant. This only applies to the CEO.

10.2 Organisational restructure

We built on the organisational restructure initiated in 2020, increasing the size and hours of the team, which built capacity to deliver the Theory of Change and brought more skills in house such as finance and operations. The team received training in areas such as fundraising, income generation and partnership to build the organisation's resilience.

Statement of responsibilities of the trustees

The trustees (who are also directors of National Association of Gallery Education for the purposes of company law) are responsible for preparing the trustees' annual 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 which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently

- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2022 was 12 (2021: 17). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 12 December 2022 and signed on their behalf by

Anita Taylor
Chair

National Association for Gallery Education

For the year ended 31 March 2022

Independent auditor's report

Opinion

We have audited the financial statements of National Association for Gallery Education (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 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
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

Basis for opinion

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

Prior year unaudited

The financial statements of National Association for Gallery Education for the year ended 31 March 2021 were unaudited. An independent examination was performed which expressed an unmodified opinion on those statements.

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 National Association for Gallery Education'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.

Independent auditor's report

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' annual report other than the financial statements and our auditor's 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.

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' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require 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 directors 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' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, 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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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

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

Capability of the audit in detecting irregularities

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

- We enquired of management which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.

Independent auditor's report

- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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 is available 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 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. 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.

Joanna Pittman (Senior statutory auditor)

15 December 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

National Association for Gallery Education (operating as Engage)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Income from:							
Donations and legacies	2	285,448	313,295	598,743	348,894	117,076	465,970
Charitable activities	3	38,300	–	38,300	25,290	4,222	29,512
Other trading activities	4	5,329	–	5,329	1,470	–	1,470
Investments		39	–	39	46	–	46
Total income		329,116	313,295	642,411	375,700	121,298	496,998
Expenditure on:							
Raising funds	5	66,955	6,468	73,423	55,077	–	55,077
Charitable activities	5						
Advocacy		44,816	380	45,196	23,203	320	23,523
Dissemination		64,916	–	64,916	75,058	–	75,058
Professional development and leadership		76,868	–	76,868	111,326	–	111,326
Research and activities		34,779	221,865	256,644	69,843	147,068	216,911
Total expenditure		288,334	228,713	517,047	334,507	147,388	481,895
Net income / (expenditure) for the year	6	40,782	84,582	125,364	41,193	(26,090)	15,103
Transfers between funds		–	–	–	–	–	–
Net movement in funds		40,782	84,582	125,364	41,193	(26,090)	15,103
Reconciliation of funds:							
Total funds brought forward		75,178	47,216	122,394	33,985	73,306	107,291
Total funds carried forward		115,960	131,798	247,758	75,178	47,216	122,394

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17a to the financial statements.

National Association for Gallery Education (operating as Engage)

Balance sheet

Company no. 4194208

As at 31 March 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	11		1,296		2,120
Intangible assets	12		7,947		11,922
			<u>9,243</u>		<u>14,042</u>
Current assets:					
Debtors	13	9,920		36,554	
Cash at bank and in hand		316,606		194,543	
		<u>326,526</u>		<u>231,097</u>	
Liabilities:					
Creditors: amounts falling due within one year	14	(88,011)		(122,745)	
			<u>238,515</u>		<u>108,352</u>
Net current assets					
			<u>247,758</u>		<u>122,394</u>
Total net assets			<u><u>247,758</u></u>		<u><u>122,394</u></u>
The funds of the charity:	17a				
Restricted income funds			131,798		47,216
Unrestricted income funds:					
Designated funds		42,000		-	
General funds		73,960		75,178	
		<u></u>	<u>115,960</u>	<u></u>	<u>75,178</u>
Total unrestricted funds					
			<u>247,758</u>		<u>122,394</u>
Total charity funds			<u><u>247,758</u></u>		<u><u>122,394</u></u>

Approved by the trustees on 12 December 2022 and signed on their behalf by

Loveday Shewell
Treasurer

National Association for Gallery Education (operating as Engage)

Statement of cash flows

For the year ended 31 March 2022

	Note	2022 £	£	2021 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		125,364		15,103	
Depreciation charges		4,799		6,536	
Interest		(39)		(46)	
(Increase)/decrease in debtors		26,634		(4,109)	
Increase/(decrease) in creditors		(34,734)		55,871	
Net cash provided by / (used in) operating activities		122,024		73,355	
Cash flows from investing activities:					
Interest		39		46	
Purchase of fixed assets		-		(2,471)	
Net cash provided by / (used in) investing activities		39		(2,425)	
Change in cash and cash equivalents in the year		122,063		70,930	
Cash and cash equivalents at the beginning of the year		194,543		123,613	
Cash and cash equivalents at the end of the year	a	316,606		194,543	

Analysis of cash and cash equivalents and of net debt

	At 1 April 2021 £	Cash flows £	Other non- cash changes £	At 31 March 2022 £
Cash at bank and in hand	194,543	122,063	-	316,606
a Total cash and cash equivalents	194,543	122,063	-	316,606

Notes to the financial statements

For the year ended 31 March 2022

1 Accounting policies

a) Statutory information

Engage is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is 70 Cowcross Street, London EC1M 6EJ.

b) Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

Trustees review the charity's future plans, income projections and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process. Engage's current core operating requirements are met by funding received from the Arts Council of England who have approved a four-year grant from April 2018 to March 2022 and extension funding until April 2023.

In November 2022, Arts Council England confirmed funding at the same rate for 2023–2025.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income

e) Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Membership income is included in the accounts in the period in which it is received. This reflects the point at which membership for the ensuing period is confirmed and that subscriptions are non-refundable.

Notes to the financial statements

For the year ended 31 March 2022

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) 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 bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of advocacy, dissemination and professional development and other projects undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity:

● Raising Funds	21%
● Advocacy	15%
● Dissemination	20%
● Professional development and leadership	21%
● Research and activities	23%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

Notes to the financial statements

For the year ended 31 March 2022

1 Accounting policies (continued)

l) Intangible fixed assets

Individual intangible fixed assets costing £1,000 or more are capitalised at cost and are amortised over their estimated useful economic lives on a straight-line basis. The amortisation is as follows:

- Website development 5 years

Amortisation is only charged when the asset comes into use.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £750. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Office equipment 3 years

n) Debtors

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

o) Cash at bank and in hand

Cash at bank and cash 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.

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

q) 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

r) Pensions

The charity makes an employer contribution of 5% of gross salary to employees' personal or stakeholder pension schemes. From February 2018, contributions have been made into schemes qualifying under automatic enrolment regulations. Employees are required to make their own contributions of 3% of the eligible salary under automatic enrolment regulations for the 2021/22 year. The contributions made for the accounting period are treated as an expense and were £8,310 (2021: £7,975).

Notes to the financial statements

For the year ended 31 March 2022

2 Income from donations and legacies

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Arts and Business Cymru	-	3,450	3,450	-	1,050	1,050
Arts Council England	268,053	-	268,053	289,064	-	289,064
Arts Council of Wales	-	140,896	140,896	-	62,808	62,808
Coronavirus Job Retention Scheme	-	-	-	11,274	-	11,274
Creative Scotland	-	92,742	92,742	-	44,218	44,218
Newport County Council	-	150	150	-	-	-
NESTA	-	30,600	30,600	-	-	-
Garfield Weston Foundation	-	-	-	25,000	-	25,000
Glasgow University	-	-	-	-	-	-
Individual Donations	250	-	250	200	-	200
Fleming Trust	-	5,000	5,000	-	-	-
London Borough of Tower Hamlets	-	-	-	2,000	-	2,000
Marsh Christian Trust	-	2,328	2,328	-	-	-
Max Reinhardt Charitable Trust	-	38,129	38,129	-	-	-
Paul Hamlyn Foundation	7,145	-	7,145	21,356	-	21,356
The Chapman Trust	-	-	-	-	-	-
The Derek Hill Foundation	-	-	-	-	-	-
The D'Oyly Carte Trust	-	-	-	-	3,000	3,000
Theatre Clwyd	-	-	-	-	-	-
Wales and West Housing	10,000	-	10,000	-	3,000	3,000
Wrexham County Borough Council	-	-	-	-	3,000	3,000
	285,448	313,295	598,743	348,894	117,076	465,970

3 Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Membership income	26,351	-	26,351	18,907	-	18,907
Conference delegates fees	-	-	-	-	-	-
Extend programme fees	-	-	-	6,000	-	6,000
Income from other events	10,897	-	10,897	-	4,222	4,222
Sales of Engage Journal and publications	1,052	-	1,052	383	-	383
Total income from charitable activities	38,300	-	38,300	25,290	4,222	29,512

4 Income from other trading activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Advertising income	3,733	-	3,733	1,320	-	1,320
Sundry fees and sponsorship	1,596	-	1,596	150	-	150
	5,329	-	5,329	1,470	-	1,470

National Association for Gallery Education (operating as Engage)

Notes to the financial statements

For the year ended 31 March 2022

5a Analysis of expenditure (current year)

	Charitable activities							2022	2021
	Raising funds £	Advocacy £	Dissemination £	Professional development and leadership £	Research and activities £	Governance costs £	Support costs £	Total £	Total £
Staff costs (Note 7)	-	-	-	-	-	-	204,439	204,439	207,262
Consultants fees	8,932	-	-	-	27,182	-	27,194	63,308	51,734
Engage journal	-	-	5,991	-	-	-	-	5,991	9,799
Website content	-	-	-	-	5,072	-	6,746	11,818	10,098
Other CPD events	-	-	-	14,372	-	-	105	14,477	-
Annual Conference	-	-	-	-	8,146	-	-	8,146	-
Extend Leadership programme	-	-	-	-	-	-	-	-	23,804
Awards	-	-	-	-	53,088	-	-	53,088	21,850
Children's Art week	-	-	-	-	-	-	-	-	6,444
Advocacy	-	556	-	-	-	-	-	556	320
Other direct costs	210	-	-	-	90,968	-	-	91,178	65,666
General office costs	-	-	-	-	-	-	33,499	33,499	51,708
Board and Council expenses	-	-	-	-	140	1,717	-	1,857	1,329
Professional fees	-	-	-	-	1,823	9,471	6,292	17,586	16,916
Bank charges and refunds	-	-	-	-	-	-	601	601	640
Other overhead costs	-	-	-	-	587	-	9,918	10,505	14,325
	9,142	556	5,991	14,372	187,006	11,188	288,794	517,049	481,895
Support costs	61,884	42,975	56,727	60,165	67,041	-	(288,794)	-	-
Governance costs	2,397	1,665	2,198	2,331	2,597	(11,188)	-	-	-
Total expenditure 2022	73,423	45,196	64,916	76,868	256,644	-	-	517,049	
Total expenditure 2021	55,077	23,523	75,058	111,326	216,911	-	-		481,895

National Association for Gallery Education (operating as Engage)

Notes to the financial statements

For the year ended 31 March 2022

5b Analysis of expenditure (prior year)

	Charitable activities							
	Raising funds £	Advocacy £	Dissemination £	Professional development and leadership £	Research and activities £	Governance costs £	Support costs £	2021 Total £
Staff costs (Note 7)	–	–	–	9,212	72,611	–	125,439	207,262
Consultants fees	5,620	–	–	–	6,918	–	39,196	51,734
Engage journal	–	–	9,799	–	–	–	–	9,799
Website content	–	–	–	–	5,789	–	4,309	10,098
Other CPD events	–	–	–	–	–	–	–	–
Annual Conference	–	–	–	–	–	–	–	–
Extend Leadership programme	–	–	–	23,804	–	–	–	23,804
Awards	–	–	–	–	21,850	–	–	21,850
Children's Art week	–	–	–	–	6,444	–	–	6,444
Advocacy	–	320	–	–	–	–	–	320
Catalyst	–	–	–	–	–	–	–	–
Other direct costs	150	–	–	–	65,505	–	11	65,666
General office costs	–	–	–	–	6,455	–	45,253	51,708
Board and Council expenses	–	–	–	–	–	1,329	–	1,329
Professional fees	–	–	–	–	–	5,231	11,685	16,916
Travel and subsistence	–	–	–	–	–	–	–	–
Bank charges and refunds	–	–	–	–	25	–	615	640
Other overhead costs	–	–	–	–	860	–	13,465	14,325
	5,770	320	9,799	33,016	186,457	6,560	239,973	481,895
Support costs	47,995	22,586	63,522	76,226	29,644	–	(239,973)	–
Governance costs	1,312	617	1,737	2,084	810	(6,560)	–	–
Total expenditure 2021	55,077	23,523	75,058	111,326	216,911	–	–	481,895

Notes to the financial statements

For the year ended 31 March 2022

6 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2022 £	2021 £
Depreciation	4,799	6,536
Operating lease rentals payable:		
Property	-	-
Other	-	1,646
Auditor's remuneration (excluding VAT):		
Audit	8,400	-
Independent Examination	-	3,200
	<u> </u>	<u> </u>

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	181,340	183,600
Redundancy and termination costs	-	1,076
Social security costs	13,716	13,853
Employer's contribution to defined contribution pension schemes	8,310	7,975
Other	1,073	758
	<u>204,439</u>	<u>207,262</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2022 No.	2021 No.
£60,000 – £69,999	<u>1</u>	<u>-</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £74,037 (2021: £64,005).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs relating to attendance at meetings of the trustees. There were no such reimbursements in the year, as there were no physical meetings (2021: £Nil incurred by 0 members).

Trustees are compensated for loss of earnings for time spent attending meetings, as many of the trustees are freelancers. The total payments of compensation for loss of earnings were £1,800 (2021: £1,262) for 2 trustees (2021: 2).

Notes to the financial statements

For the year ended 31 March 2022

8 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 5.9 (2021: 7).

Staff are split across the activities of the charity as follows (full time equivalent basis):

	2022 No.	2021 No.
Raising funds	1.2	1.1
Advocacy	0.7	0.4
Dissemination	1.0	1.3
Professional development and leadership	1.0	1.4
Research and activities	1.1	0.6
Governance	0.9	0.5
	5.9	5.3

9 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

Trustee expenses and payments to trustees are disclosed in note 7.

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Office equipment £	Total £
Cost		
At the start of the year	6,697	6,697
Additions in year	–	–
Disposal	–	–
At the end of the year	6,697	6,697
Depreciation		
At the start of the year	4,577	4,577
Charge for the year	824	824
Disposal	–	–
At the end of the year	5,401	5,401
Net book value		
At the end of the year	1,296	1,296
At the start of the year	2,120	2,120

Notes to the financial statements

For the year ended 31 March 2022

12 Intangible fixed assets

	Website £	Total £
Cost		
At the start of the year	19,870	19,870
Additions in year	–	–
Disposals in year	–	–
At the end of the year	19,870	19,870
Depreciation		
At the start of the year	7,948	7,948
Charge for the year	3,975	3,975
Eliminated on disposal	–	–
At the end of the year	11,923	11,923
Net book value		
At the end of the year	7,947	7,947
At the start of the year	11,922	11,922

13 Debtors

	2022 £	2021 £
Trade debtors	4,692	3,025
Other debtors	3,500	4,828
Grants receivable	–	22,402
Prepayments	1,728	6,299
	9,920	36,554

14 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	24,473	9,515
Taxation and social security	5,246	–
Other creditors	3,568	–
Accruals and deferred income (note 15)	54,724	113,230
	88,011	122,745

15 Deferred income

	2022 £	2021 £
Balance at the beginning of the year	47,435	27,810
Amount released to income in the year	(47,435)	(26,010)
Amount deferred in the year	43,642	45,635
Balance at the end of the year	43,642	47,435

Notes to the financial statements

For the year ended 31 March 2022

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	1,296	–	–	1,296
Intangible fixed assets	7,947	–	–	7,947
Net current assets	64,717	42,000	131,798	238,515
Net assets at 31 March 2022	73,960	42,000	131,798	247,758

16b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	2,120	–	–	2,120
Intangible fixed assets	11,922	–	–	11,922
Net current assets	61,136	–	47,216	108,352
Net assets at 31 March 2021	75,178	–	47,216	122,394

17a Movements in funds (current year)

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2022 £
Restricted funds:					
Engage Cymru	2,652	175,096	(87,028)	–	90,720
Engage Scotland	12,408	97,742	(82,325)	–	27,825
Children's Art Week	–	–	–	–	–
Alexandra Reinhardt Memorial award	18,152	–	(15,931)	–	2,221
MaxLiteracy Awards	14,004	38,129	(43,420)	–	8,713
Marsh Awards	–	2,328	(9)	–	2,319
Total restricted funds	47,216	313,295	(228,713)	–	131,798
Designated funds	–	–	–	42,000	42,000
General funds	75,178	329,116	(288,334)	(42,000)	73,960
Total unrestricted funds	75,178	329,116	(288,334)	–	115,960
Total funds	122,394	642,411	(517,047)	–	247,758

The narrative to explain the purpose of each fund is given at the foot of the note below.

Notes to the financial statements

For the year ended 31 March 2022

17b Movements in funds (prior year)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2021 £
Restricted funds:					
Engage Cymru	17,317	71,075	(85,740)	–	2,652
Engage Scotland	6,478	47,223	(41,293)	–	12,408
Children's Art Week	250	3,000	(3,250)	–	–
Alexandra Reinhardt Memorial Award	27,119	–	(8,967)	–	18,152
MaxLiteracy Awards	21,219	–	(7,215)	–	14,004
Marsh Awards	923	–	(923)	–	–
Total restricted funds	73,306	121,298	(147,388)	–	47,216
General funds	33,985	375,700	(334,507)	–	75,178
Total unrestricted funds	33,985	375,700	(334,507)	–	75,178
Total funds	107,291	496,998	(481,895)	–	122,394

Purposes of restricted funds

Engage Cymru and Engage Scotland

These funds are funded by the Arts Council of Wales and Creative Scotland respectively and fund the activities of Engage in those countries.

Children's Art Week

Children's Art Week is funded by several trusts and foundations to promote the participation of young people in the arts by means of activities undertaken in galleries and museums during Children's Art Week each year.

Alexandra Reinhardt Memorial Award

The Alexandra Reinhardt Memorial Award is funded by the Max Reinhardt Charitable Foundation. The project aims to bring together the creative energies of an artist, a museum, visual arts venue or gallery and the local community. It is intended to engage and inspire children, young people and families as well as lead to the creation of an artwork to go on public display.

MaxLiteracy Awards

The MaxLiteracy Awards (previously known as the Max Reinhardt Literacy Awards) are funded by the Max Reinhardt Charitable Foundation. The project was developed to enable galleries, art museums and visual arts venues to support a dedicated programme of creative writing and literacy work with schools. Funding from the Awards will allow each of the three venues to employ a creative writer to work with a local school on a creative writing or literacy project, taking inspiration from the venue's collections, displays or building. The Awards are run in partnership by Engage and the National Association for Writers in Education (NAWE).

Notes to the financial statements

For the year ended 31 March 2022

Purposes of restricted funds (continued)**Marsh Awards**

The Marsh Awards are an annual award made to recognise those working in Gallery Education who have shown dedication or innovation in their work. It is funded by the Marsh Christian Trust.

Purposes of designated funds**Project funding**

Planned expenditure on projects during 2021/22 was delayed due to changing circumstances, the pandemic and staffing changes. The trustees have allocated £42,000 to be used for projects during 2022/23. In particular this will be used for UK-wide Extend, Peer Networks and Diversity projects.

18 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2022	2021	2022	2021
	£	£	£	£
Less than one year	–	–	677	3,290
One to five years	–	–	122	797
	<u>–</u>	<u>–</u>	<u>799</u>	<u>4,087</u>

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Accounts



**National Association for Gallery Education
operating as
Engage**

(A company limited by guarantee and not having a share capital)

**Charity No. 1087471
Company No. 4194208
OSCR No. SCO39719**

**REPORT & FINANCIAL STATEMENTS
FOR THE YEAR ENDED
31ST MARCH 2021**

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

Directors and Trustees

The Trustees (who are the Directors for the purposes of Company Law) throughout the year and at the date of signing the accounts were:

Camilla Johns		
Priya Khanchandani		Resigned May 2021
Andrew Lawson		
Shân MacLennan	Chair	Resigned May 2021
Habib Motani	Vice-Chair	Term completed as trustee January 2021
Julian Nettel		
Janie Nicoll		
Loveday Shewell	Treasurer	
Emma Smale		
Sarah Campbell		Vice Chair
Bethan Page		
Natalie Walton		
Rosalind Croker		
Debi Banerjee		
David Tubman		Appointed January 2021
Angharad Palin		Appointed January 2021
Damien McGlynn		Appointed January 2021
Ffion Rhys		Appointed January 2021
Chief Executive	Jane Sillis	

Reference and Administrative Details

Name and Registration

The National Association for Gallery Education, operating as Engage, is a registered charity in England and Wales (1087471) and Scotland (OSCR No. SC039719) and a UK company limited by guarantee (4194208) registered in England and Wales.

Registered Office & Principal Place of Business

70 Cowcross Street, London, EC1M 6EJ

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

Advisors

Independent examiner

Joanna Pittman
Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London EC1Y 0TL

Bankers

CAF Bank Ltd
Kings Hill
West Malling
Kent ME19 4TA

National Westminster Bank PLC
Chancery Lane & Holborn
PO Box 159
332 High Holborn
London WC1V 7PS

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

1.0 INTRODUCTION: Our approach to 2020/21

2020/21 was an exceptional year for Engage and the visual arts sector we support. With the impacts of Covid-19 stretching across the full year of delivery, our programme, operation, and financial position have shifted to respond to a radically new context.

A pre-Covid-19 planned organisational restructure was undertaken early in the financial year to increase our in-house skill-sets in creative programming and income generation – supporting our resilience and enhancing the quality of activities and services we provide our members and the sector. Our restructure has laid the foundation of a more flexible and agile organisation with the skills needed to originate an ambitious and newly relevant programme of activities.

With gallery closures and new public health restrictions forcing the visual arts sector to re-invent engagement approaches, meet intensified community need, and rapidly upskill in a range of new technological tools, Engage's activities pivoted to fully support sector response and recovery from Covid-19. We worked with the sector to identify primary needs, informing a programme that focused on key areas including advocacy, training, micro-grants, and supporting sector connection. Children's Art Week reached a record number of participants, with 87,000 people engaging with visual arts participation and learning resources online over an extended three-week period. We also worked closely with a network of UK-wide partners to develop Covid-19 responsive resources which were shared with organisations across the country. Other important initiatives were delivered by Engage Cymru, including a timely project that gave support to young asylum seekers; and Engage Scotland, who led a sector-wide initiative to raise awareness of Disabled artists and increase access to the arts for visually impaired audiences.

2020/21 was also an important moment of internal reflection, realignment, and re-visioning for Engage. Galvanised by the sector-wide need to rethink – in response to a global context of Covid-19, the Climate Crisis and Black Lives Matter, as well as the new *Let's Create* strategy released by our principal funder, Arts Council England – we closely evaluated our 2020/21 programme and undertook a series of reviews on our programme, membership, resources, and financial model, to inform our future plans. A new 'Theory of Change' is guiding this vision. Developed in consultation with our members and the wider sector, it articulates our vision as: 'Everyone has the opportunity to engage with visual art in ways that enrich their lives'. Five new priority objectives: 'train workforce', 'diversify workforce', 'increase profile and visibility of members' practice', 'provide opportunity for members to debate and shape practice', and 'lead sector advocacy' have been developed as our framework to deliver this.

As we enter 2021/22, the tools, data, and structures that have been developed in 2020/21 will launch a key transition in Engage's organisational strategy. With a refreshed team, programme, and vision, our role in supporting the sector to lead workforce innovation and cutting-edge practice for engagement and participation in the visual arts will be evolved, embedded, and made resilient for the future.

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

2.0 MISSION, VISION & VALUES

2.1 Mission

Engage is the lead advocacy and training network for gallery education.

2.2 Vision

We support arts educators, organisations, and artists to work together with communities in dynamic, open exchanges that give everyone the opportunity to learn and benefit from the arts.

Values

- Community
- Leadership
- Inclusiveness

As part of the 2021/22 forward vision, Engage is rewriting its mission and vision to reflect and embrace its changed focus.

3.0 OBJECTIVES & ACTIVITIES

3.1 Objectives

Engage's objectives as set out in our memorandum and articles are to:

- Promote and advance education, especially visual arts education, for the public benefit, in particular through the provision of training and workshop facilities in gallery education.
- Undertake, promote, or assist in promoting research into all aspects of gallery education and to disseminate the useful results of such research for the benefit of the public.

Engage aims to:

- Increase public access to the visual arts and improve the quality of that provision.
- Strengthen, support, and advance the visual arts engagement and participation workforce.
- Promote diversity and inclusion within the visual arts engagement and participation workforce.
- Strengthen its position as the principal agency for visual arts engagement and participation in the UK and internationally.
- Create a secure, stable, and robust organisation that is fit for purpose.

Progress is measured using a number of objectives covering several areas of the charitable work of Engage, described under activities below, and measures relating to governance and management, financial resilience and environmental sustainability.

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

3.2 Activities

In service of the aims stated above, Engage undertakes a range of activities that for 2020/21 are grouped under four main headings: Advocacy; Dissemination; Professional Development & Leadership; Research; and Programme.

Sector support in the Covid-19 affected period has been more important than ever, with Engage members – and the sector more widely – operating in new territory. With venues closed across the country, the sector was forced to rapidly adapt activities to meet new safety restrictions. Professionals needed to quickly become skilled in new ways of working through online and other socially distanced methods of engagement.

The sector was also facing substantially intensified and shifted needs from the communities they serve. With schools, community spaces, and other frontline services also undergoing temporary periods of closure, the culture sector strived to do what it could to help communities stay resilient. This was particularly challenging when reach to those not already engaged in cultural programmes was restricted due to venue closures.

With inequalities across the globe exacerbated by the impacts of Covid-19, this has also been a period in which we have been called upon as individuals, organisations, and as a sector to acknowledge, understand and do better in addressing the structural inequalities that continue to persist between and within communities today. The Black Lives Matter movement in particular has brought issues of racial inequalities to the forefront of public conversation. This is an important issue for the visual arts and culture sector in particular, which has traditionally struggled to ensure diversity is promoted through workforce, programme, and audience. Other globally pressing issues such as the Climate Crisis have also been essential to address in this period.

Our 2020/21 programme fully adapted to meet this context and support sector recovery from Covid-19. We worked with the sector to identify primary needs and developed a new programme in response.

3.2.1 Advocacy: assertively making the case to stakeholders and funders for the role of visual arts engagement and participation, and the resources needed to deliver it.

Engage's advocacy work in 2020/21 became crucial in promoting the importance of the arts during and beyond Covid-19. Across England, Scotland and Wales, we advocated for participation and engagement in the arts, support for cultural organisations and the workforce, and supported the sector to make this case.

We advocated on the impact of Covid-19 to the UK Government, contributed to guidance on Covid-19-secure work, and worked with the Museums Association and Group for Education in Museums (GEM) on resources and programme to platform a newly relevant case that connected participation and engagement colleagues in the visual arts and heritage. We also worked with GEM to facilitate cross-sector discussions on tackling racism.

We contributed to debates via the All-Party Parliamentary Group on Art, Craft and Design Education; the All-Party Parliamentary Group for Museums; Arts in Education Recovery Group; the Wales Arts

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

Health and Wellbeing Network; and the Cross-Party Group on Arts and Health. We also contributed to round-table discussions convened by Arts Council England, the Art Fund, the Clore Duffield Foundation and the Cultural Learning Alliance.

Engage is an active member of #ArtIsEssential, What Next? and Art Works Alliance. Engage Scotland works with Scottish Artists Union and Scottish Contemporary Art Network and Engage Cymru joined the Arts & Business Cymru steering panel.

3.2.2 Dissemination: sharing visual arts engagement and participation within and beyond the cultural sector in the UK and internationally.

The sector responded creatively to the challenges of the pandemic. Engage worked to nurture and share this practice across the sector.

18 case studies were shared on topics such as arts and dementia, engaging remotely, Covid-19-secure practice, and young people as co-producers. Three research projects from the 2019/20 Extend leadership programme were also shared. We gave free access to the Engage Journal for individual members of the public until July 2020 to *Engage 44: Biennales and Beyond* (published in April 2020). *Engage 45: Class and Inequality* was published in June 2021, with new online events to accompany the launch curated by the Journal Editor.

Engage, Engage Cymru and Engage Scotland made presentations across the UK for the National Association for Writers in Education, the Museums Association, Scottish Contemporary Arts Network, Museums Galleries Scotland and UK-wide arts and health events. Engage contributed to an article to the National Society for Education in Art and Design's *AD Magazine*.

Membership numbers at March 2021 are estimated at 691, compared with 774 in March 2020. A decrease in membership during 2020/21 was anticipated as a consequence of Covid-19 and financial impacts on the sector. In this context, membership numbers and income were higher than anticipated.

Twitter followers increased by 5% between 31 March 2020 and 31 March 2021, from 11,800 to 12,414. In 2020/21, resources on the website were viewed by 19,440 users.

3.2.3 Professional Development & Leadership: providing support for the visual arts engagement and participation workforce and for colleagues in related areas at all levels of experience.

Engage increased its reach in Continued Professional Development activities across the UK, engaging 1,366 colleagues in 2020/21. Sessions moved online, took a vocational focus and addressed the current concerns of the sector, with evaluation demonstrating increased accessibility through an online format. 16 training sessions, on topics as broad as mental wellbeing, arts and dementia, responding to the climate emergency and working online were supported by Arts Council England and Paul Hamlyn Foundation, and reached 249 UK participants from January to March 2021. 19 training and networking sessions, on safeguarding, creative facilitation and supporting artists' creative practice were delivered by Engage Scotland, for 362 participants. 15 networking and training sessions on arts and health training were delivered by Engage Cymru for 500 participants.

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

Our Extend leadership programme was delivered online from October 2020 to March 2021 to 30 colleagues from England, Scotland and Wales. The online format again demonstrated benefits for access, while maintaining strong satisfaction levels. This learning is informing planning for future iterations in 2022/23.

11 area group sessions took place online, initiated by members, and explored themes including how to combat racism; digital technology; and research. These activities enabled sector connection and access to professional development through the pandemic.

Excellent practice was acknowledged through the annual Marsh Awards, with eight awards from across the UK and internationally. An additional award was made in 2021 to acknowledge the exceptional standard of nominations and the sector's response to the pandemic. Winners represented work at iniva, The Turnpike, Grundy Art Gallery, Thelma Hulbert Gallery, Making Sense CIC, Keighley Creative, Tate Liverpool and The Australian Centre for Contemporary Art.

One winner commented:

'It has meant such a great deal to be connected with Engage whilst at iniva and to have had my work recognised through the Marsh Award. It has really shifted how I think about my work, the value I allow myself to place on it and my ambition to build on this going forward.'

The Engage international conference did not take place due to the pandemic and was replaced by training and networking events delivered jointly by Engage, Engage Scotland and Engage Cymru.

3.2.4 Research and Programme: supporting the innovative development of visual arts practice through work with the visual arts sector across the UK and internationally.

Alexandra Reinhardt Memorial Award

Artist Beth Shapeero was the Alexandra Reinhardt Memorial Award winner for 2020/21, selected to develop new work with young people with experience of care for The Tetley, Leeds. The programme was deferred and a new participant group selected as a result of Covid-19. Shapeero will work with young people in higher education and the outcome will now be presented in 2021/22.

MaxLiteracy

Awards for creative writing with young people responding to the visual arts were made to Open Eye Gallery, The Turnpike, and Newark & Sherwood District Council. Due to Covid-19 activity is deferred to 2021/22.

Children's Art Week

In 2020, Children's Art Week (CAW) adapted to support cultural organisations to connect to children and young people through Covid-19. Taking place between 29 June and 19 July, the project created a connection point between audiences and venues, generating the largest ever engagement numbers in the programme's over-10-year history. In total 86,939 participants engaged in over 200 events. Extended over three thematic weeks, CAW worked with 139 cultural venues, schools and

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

community groups across England, Scotland and Wales, to adapt activities. Resources, micro-grants, PR, and logistical support were made available. 99% of events were delivered online, with 6% also including some form of in-person engagement.

Micro-Grants

Support from the Paul Hamlyn Foundation enabled 20 grants of £500 to £1,000 to support artists, freelancers and organisations to test new ways of working, pilot practices and share new resources. Case studies have been published which demonstrate innovative adaption to Covid-19 and the creative evolution of practice.

Engage Cymru

Engage Cymru delivered a programme online with Ty Pawb, with 14 young Syrian asylum seekers in Wrexham accredited through Arts Award. The programme was delivered in partnership with the North-West Wales Community Cohesion Team.

Support from the Wales Arts Health and Wellbeing Network was received via Wales Art International for artists and arts organisations in Ireland and Wales to collaborate on arts and health work. Engage Cymru are partners with Nesta on the Y Lab HARP (Health, Arts, Research, People) programme supported by Arts Council of Wales, and delivered training and networking on arts and health.

Engage Scotland

Engage Scotland worked with consultant Kirin Saeed and the National Galleries of Scotland to make activities accessible to blind and partially sighted audiences. In partnership with Collective, they worked with disabled artists to increase the profile of disabled practitioners in Scotland. Other 2020/21 activities include securing support and planning for: a youth arts initiative with associated training; and a research project mapping contemporary art and design education in Scottish schools.

3.3 Impact of Covid-19

Covid-19 had a significant impact on Engage and the sector that it supports. Our financial position was substantially affected in the short-term, with our ability to run income-generating activities – such as the annual conference – significantly constrained, diverting much more of our core funding to support necessary organisational costs. We were also forced to cancel major funded programmes such as Generation ART and had limited alternative fundraising opportunities due to fund closures and reallocations.

Engage received vital emergency funds from Arts Council England, Cultural Recovery Programme (total grant of £50,000 with £40,981 utilized in 2020/21), ACE Emergency funds (£14,049), Paul Hamlyn Foundation (total grant £28,500, with £21,356 utilized in 2020/21) and London Borough of Tower Hamlets business tax relief (£2,000). Garfield Weston Foundation allowed us to repurpose £25,000 of restricted funds to unrestricted activity, to allow Children's Art Week to happen. This additional funding critically supported our survival in this period, enabling us to deliver on our mission during this exceptional time and adapt a programme of activities capable of supporting the sector to meet the new needs of communities and public health restrictions.

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

From May to September 2020, some members of the team were on furlough leave as part of the Government's Coronavirus Job Retention Scheme. The total amount of staff costs recovered through the furlough scheme was £11,274. The London team worked remotely and returned to the office between lockdowns, adopting Covid-19 secure practices.

4.0 PUBLIC BENEFIT

The Charity Commission's general guidance ('Public Benefit: Rules for Charities' issued in February 2014 and 'Public Benefit: PB1, PB2, and PB3', issued in September 2013) on Public Benefit informs all reviews of Engage's aims and objectives carried out by the Board, and the planning of future activities.

- Engage aims to enhance the experience of audiences engaging with the visual arts in person or remotely. A large proportion of the institutions that Engage works with offer free or concessionary access to in-person and digital activities.
- Engage is a membership organisation, with members throughout the UK and internationally. Engage works with and through its membership to achieve its aims: the specific benefit provided to members in the form of professional support is central to the achievement of Engage's mission of promoting and enhancing engagement and participation in the visual arts for the benefit of all.
- Membership is open to all adults but is primarily for organisations and professionals working in visual arts engagement and participation to enjoy specific specialised resources to support them in their work with the general public.
- Fees for Engage membership are kept low in order that they are not restrictive, particularly for individual members.

5.0 IMPACT

We survey members annually to evaluate Engage's impact. In January 2021, 100% of members reported that our advocacy and campaigning work is important to them. 100% of participants in Engage's 2021 spring training reported that taking part had enhanced their skills and 71% that it had supported their career progression.

When asked what the benefits are of being a member of Engage, colleagues commented it is:

'Important feeling that I am part of a movement for change'

and

'I owe so much to Engage for the amazing training and personal development opportunities'

Engage supports its members' work with those who are most vulnerable, for example, through Engage Cymru's work with young asylum seekers and the Wales Arts Health and Wellbeing Network; and Engage Scotland's work supporting the profile of disabled artists in Scotland, and supporting access for blind and partially sighted audiences to visual art galleries.

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

6.0 FUNDRAISING

Covid-19 had an immediate impact on fundraising, with applications to trusts and foundations and to statutory arts organisations stalled and many funds being closed for applications for extended periods.

Engage was very fortunate to receive regular funding from Arts Council England, the Arts Council of Wales and Creative Scotland. We were also generously supported by other grant-giving organisations for specific projects, the Max Reinhardt Charitable Trust, the Marsh Christian Trust and D'Oyly Carte Charitable Trust. Engage Cymru received funding from Wales & West Housing Association, Arts & Business Cymru and the Community Cohesion Fund.

We received emergency grants from the Paul Hamlyn Foundation, Garfield Weston Foundation, London Borough of Tower Hamlets, Arts Council England Emergency Funds and the Arts Council England's Cultural Recovery Fund.

Engage had previously been aiming to diversify income streams. During 2020/21 the priority was to stabilise the organisation and support the sector. Income from the Arts Council England NPO core grant (£234,034) represented 47% of total income received for 2020/21.

7.0 FUTURE PLANS

Since late 2020, Engage has been working in collaboration with the visual arts sector to review our processes and activities, and to reformulate a future programme that is responsive to the needs and demands of organisations, practitioners, and the communities that they serve, today. We have also taken as our guide the opportunities generated through Arts Council England's (ACE) *Let's Create* strategy, which Engage has significant potential to support, both through its own activities and through mobilising and upskilling the sector to deliver on this vision.

We reflected and responded to the views given through this wide consultation process, informing a new Theory of Change which articulates the long-term and intermediate aims that underpin our future activities. This was led by our vision that 'Everyone has the opportunity to engage with visual art in ways that enrich their lives'.

As an ACE Sector Support Organisation (SSO) and informed by our Theory of Change, Engage will work with members and the wider creative sector to develop a programme for 2021/22 that focuses across the five priority areas ('train workforce', 'diversify workforce', 'increase profile and visibility of members' practice', 'provide opportunity for members to debate and shape practice', and 'lead sector advocacy'). These areas are delivered by Engage, with Engage Cymru and Engage Scotland.

Train workforce: Engage will ensure that the visual arts engagement and participation workforce has the skills and vision to respond to a rapidly changing external environment and new user demands. We want to support the workforce to thrive, with accessible routes to entry, progression, and leadership. We will: deliver online training themed on arts, health and wellbeing, diversity and inclusivity, and participatory tools and practice for visual arts engagement; deliver anti-racism workshops for Engage Council; contribute to delivery of FE and HE academic programmes; and reactivate online content as a key area of provision. We will review the Extend leadership programme, relaunching it in 2022/23.

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

Diversify workforce: We want inclusivity and diversity to be rooted at the heart of engagement and participation practice, and for that practice to draw from the widest range of voices to reflect diverse audience needs. We will support Engage members to champion the value of inclusivity and diversity, providing training, resources, and data that supports the inclusivity and diversity of their own operations and programmes. In addition to this, Engage will develop initiatives to diversify the workforce, providing opportunities for diverse practitioners and programming. Initiatives taking place in Wales and Scotland in 2021/22 (including a programme for Black, Asian and Minority Ethnic young people to consider careers in the arts in Wales, and a pilot peer mentoring programme for Black, Asian and Minority Ethnic people working in the visual arts in Scotland) will inform development of an initiative in England.

Increase profile and visibility of members' practice: Innovative practice in engagement and participation is celebrated and disseminated by Engage across sector networks and beyond. We want Engage members to have the tools to lead the development of ambitious, cutting-edge practice that expands the quality, reach and impact of programming for the communities they serve. Engage members will have the opportunity to connect with peers and participate in reputable programmes which build on the legacy of Engage's work. Participation in regional and UK-wide activity led by Engage will enable both individual and organisational members to benefit from increased exposure and recognition of their work; both increasing the profile of engagement and participation work within their organisation and providing the opportunity to collectively demonstrate the value of engagement and participation within the visual arts to policy makers/decision makers and the wider public.

We will: support Engage Area and Special Interest Representatives; plan a UK-wide initiative showcasing the role of creative engagement in promoting positive wellbeing and mental health (for delivery in 2022/23); carry out research mapping engagement with contemporary art and design education in Scottish schools, commissioned by the Scottish Government; deliver the HARP Programmes (Health Arts Research People) through the Wales Arts Health & Wellbeing Network; showcase member-generated content within our online content provision.

Provide opportunity for members to debate and shape practice: We want members to have the confidence, awareness, and opportunity to influence wider strategic change. We will achieve this by supporting the sector to be better connected, with more opportunities for organisations to share learning, debate, and gain feedback from their peers. We will: launch a new online platform for peer communication; trial a revised publication format for our Journal and online content; plan and deliver a UK-wide network event for the sector workforce; support Engage Area and Special Interest Representatives to organise regional member meetings; deliver a peer learning programme; and deliver a programme of online member-led meetings around key areas of practice.

Lead sector advocacy: Engage will make the case for access to and resources for visual arts engagement and participation across the UK, supporting the sector to enable access to the visual arts for everyone, regardless of location and social circumstance. Engage will campaign for visual arts engagement and participation and for resources for its delivery. We will ensure the sector is better positioned to collectively advocate for the value of engagement and participation within the visual arts. We will share material and provide members with the tools and platform to campaign and advocate for engagement and participation practice to funders, partners and communities. We will: facilitate connections with advocacy and campaigning networks; contribute to UK consultations on visual arts engagement and participation throughout the year and support members to do the same;

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

support sector campaigns; work in partnership with other key organisations in the UK and internationally to promote and advocate for visual arts engagement and participation; and provide opportunities for Council to contribute to Engage-led advocacy.

In 2021/22, Engage will deliver the Alexandra Reinhardt Memorial Award (ARMA) and MaxLiteracy 2021 creative writing awards in England.

Our membership remains at the heart of our future vision. By providing an attractive membership offer, clearly communicating its benefits, and providing a quality and valued service to signed up members, we will grow our membership over the coming years. This is integral both to growing the resilience of Engage and improving the quality of the offer itself, through drawing on the talent and diversity of a wider network of organisations and practitioners.

Engage's communications will promote the work of the organisation, particularly through developing digital platforms, with an emphasis on promoting the work of Engage and its members, and through leading sector advocacy. Through work with Culture24 we will establish methods to measure the performance of our online activity, gathering both qualitative and quantitative data.

Engage will operate with strong governance and management. Engage will diversify the make-up of its board and staff team (employed and freelance), seeking those who are Black, Asian, Minority Ethnic, disabled, LGBT+, or represent a less advantaged group.

Engage will diversify its funding, growing corporate support and partnerships with Higher Education Institutions alongside grants from public sources, trusts and foundations.

Engage is committed to reducing the negative environmental impact of the organisation. In 2021/22 we will undertake an environmental audit of our work, in order to understand how to minimise the impact of Engage's work on the environment and how best to address the climate emergency.

8.0 FINANCIAL REVIEW

8.1 Incoming Resources

During the year ended 31 March 2021, the principal sources of Engage's income were Arts Council England, Arts Council of Wales, Creative Scotland, Garfield Weston Foundation and the Paul Hamlyn Foundation.

Arts Council England (ACE) provides unrestricted funding for Engage's activities in England as part of their National Portfolio Organisations funding programme. This was £234,034 in the current year (2020: £229,806). In addition, ACE provided £14,049 through the Emergency Response fund, and a further grant of £50,000 through the Cultural Recovery Fund, of which £40,981 was utilized this year.

The Arts Council of Wales (ACW) and Creative Scotland (CS) gave restricted funding to support the work of Engage in Wales and Scotland, respectively.

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

ACW provided funding for several projects in Wales during the year, including work on 'Unlocking Creative Potential' and 'Building a Resilient Wales Arts Health & Well-being Network'. In total £62,808 was received from ACW in 2020/21 (2020: £90,751).

Engage recognised grant funding of £44,218 from Creative Scotland in 2020/21 (2020: £6,712).

Engage also received a grant £28,500 from the Paul Hamlyn Foundation, to match funding support received through the ACE Cultural Recovery Fund, of which £21,356 was recognised in 2020/21.

Other donors are listed in note 2 to the accounts.

Overall income for the year ended 31 March 2021 increased from £452,352 in 2019/20 to £496,998 this year.

Income from charitable activities reduced by 56% from 2019/20 (from £67,737 to £29,512), principally due to the effects of Covid-19, which prevented the running of a conference event, and reduced the income from other training and member activities by around 50% (many of these activities were instead delivered online with reduced costs and income).

8.2 Resources Expended

Overall resources expenditure in the year decreased by £92,915 (16%) on the previous year to £481,895 (2020: £574,810).

This reflects significant savings through a staffing restructure in the year, together with suspension of the Engage conference for one year, and reduction in member training and other activities (e.g. the Extend programme).

8.3 Risk Management

The Trustees maintain a risk management strategy as follows:

- An annually reviewed risk register
- Implementation of systems designed to avoid identified risks
- Procedures designed to minimise risks should they arise

The main risks which the Board has identified relate to the possibility of reductions in funding of both core activities and project funding from major funders in future years. These risks are mitigated by the carrying of adequate reserves (see reserves policy below), by maintaining good relations with funders, carrying out effective fundraising from a more diverse range of sources of grants, and identifying other income streams.

In response to the Covid-19 pandemic in 2020/21, the team worked remotely and repurposed programmes so that they can be delivered within the restrictions of the pandemic, to continue the charity's core activities and to continue to secure income. The 2021/22 programme has been adapted to the pandemic, with online activity planned which will in turn be adapted to hybrid and in-person delivery depending on current health and safety considerations.

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

All risk categories are monitored regularly at Board level through ongoing reviews and risk assessments.

8.4 Reserves Policy

The trustees review the reserves policy annually as part of the overall risk management of Engage. Free reserves are held to cover any temporary shortfall in income, unforeseen rise in spending requirements or other financial contingency, so that the charity can continue to operate at all times and manage any short-term fluctuations in cashflow levels.

Trustees review the charity's future plans, income projections and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process.

Engage's current core operating requirements are met by funding received from Arts Council England, who have approved a four-year grant from April 2018 to March 2022. An application has been made to Arts Council England for support for 2022/23.

Engage does not have any long-term liabilities, having moved offices in April 2021 to premises secured on a short-term licence.

Wind-down expenditure, associated with a reduction in operating activities due to reduced restricted project funding, would have minimal impact on core operating costs as most of the expenditure would cease as the projects ceased.

Trustees consider that the level of unrestricted reserves required to maintain central operations should equate to three months' core operating expenditure to smooth out short-term income or expenditure fluctuations. Three months' core central operations are assessed for the 2021/22 year as £62,585.

At 31 March 2021, free reserves of £61,136 (2019: £15,878) were held, 98% of the reserves target. Trustees have replenished reserves in 2021 by reducing expenditure on staffing through a restructure, by securing unrestricted funding and by negotiating with funders for restricted funds to be repurposed as unrestricted funds.

The Trustees will continue to review the level of reserves so that Engage maintains the appropriate level of financial security required for the challenges of the years ahead. Current projections for free reserves at the end of the 2021/22 financial year are £71,784, or 105% of the reserves target.

Unrestricted funds at March 2021 were:

- General funds £75,178 (2020: £33,985)
- Designated funds £0 (2020: £0)
- Restricted funds £47,216 (2020: £73,306)

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

8.5 Going Concern

Trustees review the charity's future plans, income projections, and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process. Engage's current core operating requirements are met by funding received from the Arts Council of England who have approved a four-year grant from April 2018 to March 2022.

Arts Council England have invited Engage to apply for extension funding for 2022/23 at 2021/22 levels and a decision on funding is due in December 2021. This and other committed funding covers 77% of the operating budget for 2022/23, and trustees consider it is probable that ACE NPO extension funding will be confirmed at this level.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

9.0 STRUCTURE, GOVERNANCE & MANAGEMENT

The National Association for Gallery Education (Engage) is a membership association that exists to promote greater access to, and enjoyment and understanding of, the visual arts engagement and participation.

9.1 Governing Document

The company is governed by its Memorandum and Articles of Association (incorporated 4 April 2001 and as amended 18 November 2004 and 22 November 2007). The company is limited by guarantee. The liability of the members in the event of the company being wound up is limited to a sum not exceeding £1 each. Anyone over the age of 18 can become a member, and as of 31 March 2021 there were 17 members (2020:15).

The business of Engage is managed by the Trustees who may exercise all the powers of the organisation. Day-to-day operation of Engage is delegated to the Chief Executive, and the Board is provided with quarterly written updates on progress. Specific issues are referred to the Chair or other Trustees as appropriate when they arise.

The Council is an advisory body whose function is to give policy and strategic advice to the Trustees on best achieving the objectives of Engage.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 7 to the accounts.

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

9.2 Board of Trustees

9.2.1 Organisation

The Engage Board is responsible for the charity's forward strategy and management, advised by the Council on programming issues (see below). The Board meets quarterly and appoints a Chair with overall responsibility for Board issues. At 30 September 2021, there were 15 Board members who are Trustees of the Charity and Directors of the Company. Observers from Arts Council England (ACE), the Arts Council of Wales and Creative Scotland are entitled to attend all Board meetings. The Board delegates day-to-day authority for operational decisions to a Chief Executive and to staff members who are responsible for membership, finance, administration and the delivery of activity.

9.2.2 Appointments

The Board of Trustees appoints new Trustees. Applicants are put forward either by a Trustee or an Engage member, or invited to apply through advertising, and are then assessed regarding their suitability by a sub-group of Trustees called the Nominations Committee. This committee then makes recommendations to the Board regarding new appointments. Trustees may not serve for more than six years. After standing down they may not then be re-elected for at least one year.

9.2.3 Training

Trustees receive key documents about Engage when they take on their role and attend an induction session, which is held annually. A budget is provided for Trustee training and away days are held if the Trustees deem it desirable.

9.3 Engage Council

9.3.1 Organisation

The Engage Council advises the staff team on programming issues. Council meets three times in each calendar year and Trustees are encouraged to attend.

Council consists of Area Representatives (of whom there are at least two for each English region and for Scotland and Wales) and Special Interest Representatives. Special Interest Representatives sit on Engage's Council to represent key sections of Engage's membership and to add to the breadth of the Council's expertise. Currently there are representatives for freelancers, diversity, digital technologies, and higher education and research in relation to gallery education. Special interest areas are chosen in line with Engage's core priorities and in consultation with existing Council and Board members.

As of 30 September 2021 there were 31 members of Engage Council. 4 new members were elected at the January 2021 AGM.

Development Groups in Scotland and Wales work with the respective Engage Coordinators in their countries to develop programmes for Engage members.

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

9.3.2 Appointments

Vacancies for Council members are advertised to members via email. Council members are nominated by another Engage member and then put up for election at Engage's AGM. Members may also be co-opted during the year and then officially elected at the following AGM. Members are able to vote in absentia at the AGM via postal or email vote.

9.3.3 Training

Council members are given a handbook when they take on their role and staff members work with Area Representatives throughout the year, to support their work and encourage activity. The induction procedure for new Council members takes place at least annually.

10.0 STAFF

As of September 2021, Engage employs six full- and part-time staff, led by a Chief Executive, to deliver its activities.

10.1 Staff Pay Policy

Engage has a pay policy which applies to all staff, including senior staff. Salaries for the coming year are agreed annually by the board in accordance with the Board's increments policy:

- Salaries will normally be increased from 1st April each year, having regard to the published Average Earnings percentage increase (excluding bonuses) statistics published by the Office for National Statistics (www.statistics.gov.uk).
- Any increase will be subject to affordability, particularly in the context of the budgets for the year ahead.
- The Board will have the discretion to consider higher or lower increases (or no increase) in exceptional circumstances, either for individual members of staff or the staff team as a whole, provided that good reasons exist for deviating from the standard policy.
- The Average Earnings percentage increase will be taken from the Office for National Statistics from the December immediately prior to the 1st April annual review date (KA19 series). The salary increase rates will be put to the Board for approval as part of the annual budget proposals.
- In order to be eligible for an incremental pay increase, a member of staff must have been employed by Engage no later than the preceding October and achieve a satisfactory annual appraisal.

A condition of the Arts Council England Cultural Recovery Grants is that senior members of staff are not awarded a pay increase within 18 months of receiving the grant. This only applies to the CEO.

10.2 Organisational Restructure

A restructure in 2020/21 resulted in the London team reducing in size and new roles being created. Four staff were made redundant and three new roles were recruited and appointed to. The CEO

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

volunteered to reduce her hours from June but returned to full-time work in October 2020, when emergency funding was secured. The Executive Assistant, appointed in September 2020, moved to a new role in April 2021 and a new appointment was made in May 2021. The Creative Producer appointed in October 2020 left to retrain in September 2021 and a new full-time appointment was made in autumn 2021.

Statement of Responsibilities of the Trustees

The trustees (who are also directors of National Association of Gallery Education for the purposes of company law) are responsible for preparing the trustees' annual 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 which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice 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 disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2021 was 17 (2019: 15). The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

The opinion of the directors is that the company is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies.

**National Association for Gallery Education
Operating as Engage
Report and Financial Statements
For the year ended 31 March 2021**

The directors acknowledge the following responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 1 November 2021 and signed on their behalf by

Loveday Shewell
Treasurer

**Independent examiner's report
to the trustees of
National Association for Gallery Education**

I report to the trustees on my examination of the accounts of National Association for Gallery Education for the year ended 31 March 2021.

This report is made solely to the trustees as a body, in accordance with the Charities Act 2011 and the Charities and Trustee Investment (Scotland) Act 2005. My examination has been undertaken so that I might state to the trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 ('the 2005 Act'), the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006 ('the 2006 Act').

You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 44(1)(c) of the 2005 Act and section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the requirements of Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company is required by company law to prepare its accounts on an accruals basis and is registered as a charity in Scotland, your examiner must be a member of a body listed in Regulation 11(2) of the Charities Accounts (Scotland) Regulations 2006 (as amended). I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. Accounting records were not kept as required by section 386 of the 2006 Act and Regulation 4 of the 2006 Accounts Regulations; or
2. The accounts do not accord with those records with the accounting requirements of Regulation 8 of the Charities Accounts (Scotland) Regulations 2006; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities

**Independent examiner's report
to the trustees of
National Association for Gallery Education**

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

Name: Joanna Pittman FCA

Address: Sayer Vincent LLP, Invicta House, 108-114 Golden Lane, London, EC1Y 0TL

Date: 29 November 2021

National Association for Gallery Education (operating as Engage)

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2021

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Income from:							
Donations and legacies	2	348,894	117,076	465,970	229,806	148,209	378,015
Charitable activities	3	25,290	4,222	29,512	60,345	7,392	67,737
Other trading activities	4	1,470	–	1,470	6,410	–	6,410
Investments		46	–	46	190	–	190
Total income		375,700	121,298	496,998	296,751	155,601	452,352
Expenditure on:							
Raising funds	5	55,077	–	55,077	60,574	15,829	76,403
Charitable activities	5						
Advocacy		23,203	320	23,523	37,774	4,599	42,373
Dissemination		75,058	–	75,058	101,552	10,926	112,478
Professional development and leadership		111,326	–	111,326	142,968	18,670	161,638
Research and activities		69,843	147,068	216,911	20,407	161,511	181,918
Total expenditure		334,507	147,388	481,895	363,275	211,535	574,810
Net income / (expenditure) for the year	6	41,193	(26,090)	15,103	(66,524)	(55,934)	(122,458)
Transfers between funds		–	–	–	–	–	–
Net movement in funds		41,193	(26,090)	15,103	(66,524)	(55,934)	(122,458)
Reconciliation of funds:							
Total funds brought forward		33,985	73,306	107,291	100,509	129,240	229,749
Total funds carried forward		75,178	47,216	122,394	33,985	73,306	107,291

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17a to the financial statements.

National Association for Gallery Education (operating as Engage)

Balance sheet

Company no. 4194208

As at 31 March 2021

	Note	£	2021 £	£	2020 £
Fixed assets:					
Tangible assets	11		2,120		2,211
Intangible assets	12		11,922		15,896
			<u>14,042</u>		<u>18,107</u>
Current assets:					
Debtors	13	36,554		32,445	
Cash at bank and in hand		194,543		123,613	
		<u>231,097</u>		<u>156,058</u>	
Liabilities:					
Creditors: amounts falling due within one year	14	(122,745)		(66,874)	
Net current assets			<u>108,352</u>		<u>89,184</u>
Total net assets			<u>122,394</u>		<u>107,291</u>
The funds of the charity:	17a				
Restricted income funds			47,216		73,306
Unrestricted income funds:					
Designated funds		–		–	
General funds		75,178		33,985	
		<u>–</u>		<u>–</u>	
Total unrestricted funds			<u>75,178</u>		<u>33,985</u>
Total charity funds			<u>122,394</u>		<u>107,291</u>

The opinion of the directors is that the company is entitled to the exemptions conferred by Section 477 of the Companies Act 2006 relating to small companies.

The directors acknowledge the following responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts

These accounts have been prepared in accordance with the special provisions applicable to small companies subject to the small companies' regime.

Approved by the trustees on 1 November 2021 and signed on their behalf by

Loveday Shewell
Treasurer

National Association for Gallery Education (operating as Engage)

Statement of cash flows

For the year ended 31 March 2021

	Note	2021 £	£	2020 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		15,103		(122,458)	
Depreciation charges		6,536		5,555	
Interest		(46)		(190)	
(Increase)/decrease in debtors		(4,109)		9,166	
Increase/(decrease) in creditors		55,871		(29,428)	
Net cash provided by / (used in) operating activities			73,355		(137,355)
Cash flows from investing activities:					
Interest		46		190	
Purchase of fixed assets		(2,471)		(6,721)	
Net cash provided by / (used in) investing activities			(2,425)		(6,531)
Change in cash and cash equivalents in the year			70,930		(143,886)
Cash and cash equivalents at the beginning of the year			123,613		267,499
Cash and cash equivalents at the end of the year	a		194,543		123,613

Analysis of cash and cash equivalents and of net debt

	At 1 April 2020 £	Cash flows £	Other non- cash changes £	At 31 March 2021 £
Cash at bank and in hand	123,613	70,930	–	194,543
a Total cash and cash equivalents	123,613	70,930	–	194,543

Notes to the financial statements

For the year ended 31 March 2021

1 Accounting policies

a) Statutory information

Engage is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is 70 Cowcross Street, London EC1M 6EJ.

b) Basis of preparation

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

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

Trustees review the charity's future plans, income projections and likely expenditure. They also consider the implications and likelihood of significant risks as part of the annual risk assessment process. Engage's current core operating requirements are met by funding received from the Arts Council of England who have approved a four-year grant from April 2018 to March 2022.

Arts Council England have invited Engage to apply for extension funding for 2022/23 at 2021/22 levels and a decision on funding is due in December 2021. This and other committed funding covers 77% of the operating budget for 2022/23, and trustees consider it is probable that ACE NPO extension funding will be confirmed at this level.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Membership income is included in the accounts in the period in which it is received. This reflects the point at which membership for the ensuing period is confirmed and that subscriptions are non-refundable.

Notes to the financial statements

For the year ended 31 March 2021

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) 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 bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of advocacy, dissemination and professional development and other projects undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity:

● Raising Funds	20%
● Advocacy	9%
● Dissemination	26%
● Professional development and leadership	32%
● Research and activities	12%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

Notes to the financial statements

For the year ended 31 March 2021

1 Accounting policies (continued)

l) Intangible fixed assets

Individual intangible fixed assets costing £1,000 or more are capitalised at cost and are amortised over their estimated useful economic lives on a straight-line basis. The amortisation is as follows:

- Website development 5 years

Amortisation is only charged when the asset comes into use.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £750. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Office equipment 3 years

n) Debtors

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

o) Cash at bank and in hand

Cash at bank and cash 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.

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

q) 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

r) Pensions

The charity makes an employer contribution of 5% of gross salary to employees' personal or stakeholder pension schemes. From February 2018, contributions have been made into schemes qualifying under automatic enrolment regulations. Employees are required to make their own contributions of 3% of the eligible salary under automatic enrolment regulations for the 2020/21 year. The contributions made for the accounting period are treated as an expense and were £7,975 (2020: £13,087).

Notes to the financial statements

For the year ended 31 March 2021

2 Income from donations and legacies

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Arts and Business Cymru	-	1,050	1,050	-	-	-
Arts Council England	289,064	-	289,064	229,806	1,800	231,606
Arts Council of Wales	-	62,808	62,808	-	90,751	90,751
Coronavirus Job Retention Scheme	11,274	-	11,274	-	-	-
Creative Scotland	-	44,218	44,218	-	6,712	6,712
Flintshire County Council	-	-	-	-	4,820	4,820
Garfield Weston Foundation	25,000	-	25,000	-	-	-
Glasgow University	-	-	-	-	748	748
Individual Donations	200	-	200	-	-	-
Kirby Laing Foundation	-	-	-	-	2,500	2,500
London Borough of Tower Hamlets	2,000	-	2,000	-	-	-
Marsh Christian Trust	-	-	-	-	1,483	1,483
Max Reinhardt Charitable Trust	-	-	-	-	30,895	30,895
Paul Hamlyn Foundation	21,356	-	21,356	-	-	-
The Chapman Trust	-	-	-	-	2,000	2,000
The Derek Hill Foundation	-	-	-	-	5,000	5,000
The D'Oyly Carte Trust	-	3,000	3,000	-	-	-
Theatre Clwyd	-	-	-	-	1,500	1,500
Wales and West Housing	-	3,000	3,000	-	-	-
Wrexham County Borough Council	-	3,000	3,000	-	-	-
	348,894	117,076	465,970	229,806	148,209	378,015

3 Income from charitable activities

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Membership income	18,907	-	18,907	21,715	-	21,715
Conference delegates fees	-	-	-	26,736	-	26,736
Extend programme fees	6,000	-	6,000	9,200	35	9,235
Income from other events	-	4,222	4,222	996	7,357	8,353
Sales of Engage Journal and publications	383	-	383	1,698	-	1,698
Total income from charitable activities	25,290	4,222	29,512	60,345	7,392	67,737

4 Income from other trading activities

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Advertising income	1,320	-	1,320	4,395	-	4,395
Sundry fees and sponsorship	150	-	150	2,015	-	2,015
	1,470	-	1,470	6,410	-	6,410

National Association for Gallery Education (operating as Engage)

Notes to the financial statements

For the year ended 31 March 2021

5a Analysis of expenditure (current year)

	Charitable activities								
	Raising funds £	Advocacy £	Dissemination £	Professional development and leadership £	Research and activities £	Governance costs £	Support costs £	2021 Total £	2020 Total £
Staff costs (Note 7)	-	-	-	9,212	72,611	-	125,439	207,262	271,162
Consultants fees	5,620	-	-	-	6,918	-	39,196	51,734	4,391
Engage journal	-	-	9,799	-	-	-	-	9,799	8,050
Website content	-	-	-	-	5,789	-	4,309	10,098	10,905
Other CPD events	-	-	-	-	-	-	-	-	300
Annual Conference	-	-	-	-	-	-	-	-	26,514
Extend Leadership programme	-	-	-	23,804	-	-	-	23,804	56,741
Awards	-	-	-	-	21,850	-	-	21,850	19,794
Children's Art week	-	-	-	-	6,444	-	-	6,444	6,668
Advocacy	-	320	-	-	-	-	-	320	1,451
Catalyst	-	-	-	-	-	-	-	-	9,000
Other direct costs	150	-	-	-	65,505	-	11	65,666	70,614
General office costs	-	-	-	-	6,455	-	45,253	51,708	52,757
Board and Council expenses	-	-	-	-	-	1,329	-	1,329	7,953
Professional fees	-	-	-	-	-	5,231	11,685	16,916	14,058
Travel and subsistence	-	-	-	-	-	-	-	-	1,499
Bank charges and refunds	-	-	-	-	25	-	615	640	1,236
Other overhead costs	-	-	-	-	860	-	13,465	14,325	11,717
	5,770	320	9,799	33,016	186,457	6,560	239,973	481,895	574,810
Support costs	47,995	22,586	63,522	76,226	29,644	-	(239,973)	-	-
Governance costs	1,312	617	1,737	2,084	810	(6,560)	-	-	-
Total expenditure 2021	55,077	23,523	75,058	111,326	216,911	-	-	481,895	
Total expenditure 2020	76,403	42,373	112,478	161,638	181,918				574,810

Notes to the financial statements

For the year ended 31 March 2021

5b Analysis of expenditure (prior year)

	Charitable activities						Support costs £	2020 Total £
	Raising funds £	Advocacy £	Dissemination £	Professional development and leadership £	Research and activities £	Governance costs £		
Staff costs (Note 7)	-	-	-	-	57,158	-	214,004	271,162
Consultants fees	4,391	-	-	-	-	-	-	4,391
Engage journal	-	-	8,050	-	-	-	-	8,050
Website content	-	-	-	-	4,306	-	6,599	10,905
Other CPD events	-	-	-	300	-	-	-	300
Annual Conference	-	-	-	26,514	-	-	-	26,514
Extend Leadership programme	-	-	-	56,741	-	-	-	56,741
Awards	-	-	-	-	19,794	-	-	19,794
Children's Art week	-	-	-	-	6,668	-	-	6,668
Advocacy	-	1,414	37	-	-	-	-	1,451
Catalyst	9,000	-	-	-	-	-	-	9,000
Other direct costs	-	-	-	9,309	60,646	-	659	70,614
General office costs	-	-	41	737	1,475	-	50,504	52,757
Board and Council expenses	-	-	-	99	280	7,574	-	7,953
Professional fees	-	-	3,519	800	60	5,067	4,612	14,058
Travel and subsistence	-	-	-	953	-	-	546	1,499
Bank charges and refunds	-	-	10	-	-	-	1,226	1,236
Other overhead costs	-	-	-	22	24	-	11,671	11,717
	13,391	1,414	11,657	95,475	150,411	12,641	289,821	574,810
Support costs	60,379	39,247	96,607	63,398	30,190	-	(289,821)	-
Governance costs	2,633	1,712	4,214	2,765	1,317	(12,641)	-	-
Total expenditure 2020	76,403	42,373	112,478	161,638	181,918	-	-	574,810

Notes to the financial statements

For the year ended 31 March 2021

6 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2021 £	2020 £
Depreciation	6,536	5,555
Operating lease rentals payable:		
Property	–	32,499
Other	1,646	1,646
Auditor's remuneration (excluding VAT):		
Audit	–	1,000
Independent Examination	3,200	3,200
	<u>6,536</u>	<u>38,400</u>

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	183,600	236,402
Redundancy and termination costs	1,076	–
Social security costs	13,853	21,373
Employer's contribution to defined contribution pension schemes	7,975	13,087
Other	758	300
	<u>207,262</u>	<u>271,162</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2021 No.	2020 No.
£60,000 – £69,999	–	1

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £64,005 (2020: £72,288).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs relating to attendance at meetings of the trustees. There were no such reimbursements in the year, as there were no physical meetings (2020: £2,822 incurred by 6 members).

Trustees are compensated for loss of earnings for time spent attending meetings, as many of the trustees are freelancers. The total payments of compensation for loss of earnings were £1,262 (2020: £1,240) for 2 trustees (2020: 2).

Notes to the financial statements

For the year ended 31 March 2021

8 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 7 (2020: 8).

Staff are split across the activities of the charity as follows (full time equivalent basis):

	2021 No.	2020 No.
Raising funds	1.1	1.5
Advocacy	0.4	0.7
Dissemination	1.3	1.9
Professional development and leadership	1.4	1.2
Research and activities	0.6	0.6
Governance	0.5	0.9
	5.3	6.8

9 Related party transactions

There are no related party transactions to disclose for 2021 (2020: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

	Office equipment £	Total £
Cost		
At the start of the year	7,907	7,907
Additions in year	2,471	2,471
Disposal	(3,681)	(3,681)
At the end of the year	6,697	6,697
Depreciation		
At the start of the year	5,696	5,696
Charge for the year	2,562	2,562
Disposal	(3,681)	(3,681)
At the end of the year	4,577	4,577
Net book value		
At the end of the year	2,120	2,120
At the start of the year	2,211	2,211

Notes to the financial statements

For the year ended 31 March 2021

12 Intangible fixed assets

	Website £	Total £
Cost		
At the start of the year	19,870	19,870
Additions in year	–	–
Disposals in year	–	–
At the end of the year	19,870	19,870
Depreciation		
At the start of the year	3,974	3,974
Charge for the year	3,974	3,974
Eliminated on disposal	–	–
At the end of the year	7,948	7,948
Net book value		
At the end of the year	11,922	11,922
At the start of the year	15,896	15,896

13 Debtors

	2021 £	2020 £
Trade debtors	3,025	12,544
Other debtors	4,828	2,709
Grants receivable	22,402	6,712
Prepayments	6,299	10,480
	36,554	32,445

Included in debtors are financial assets valued at amortised cost of £33,243 (2020: £21,965).

14 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	9,515	20,784
Other creditors	–	6,044
Accruals and deferred income (note 15)	113,230	40,046
	122,745	66,874

15 Deferred income

	2021 £	2020 £
Balance at the beginning of the year	27,810	–
Amount released to income in the year	(26,010)	–
Amount deferred in the year	45,635	27,810
Balance at the end of the year	47,435	27,810

Notes to the financial statements

For the year ended 31 March 2021

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	2,120	–	–	2,120
Intangible fixed assets	11,922	–	–	11,922
Net current assets	61,136	–	47,216	108,352
Net assets at 31 March 2021	75,178	–	47,216	122,394

16b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	2,211	–	–	2,211
Intangible fixed assets	15,896	–	–	15,896
Net current assets	15,878	–	73,306	89,184
Net assets at 31 March 2020	33,985	–	73,306	107,291

17a Movements in funds (current year)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2021 £
Restricted funds:					
Engage Cymru	17,317	71,075	(85,740)	–	2,652
Engage Scotland	6,478	47,223	(41,293)	–	12,408
Children's Art Week	250	3,000	(3,250)	–	–
Alexandra Reinhardt Memorial award	27,119	–	(8,967)	–	18,152
MaxLiteracy Awards	21,219	–	(7,215)	–	14,004
Marsh Awards	923	–	(923)	–	–
Total restricted funds	73,306	121,298	(147,388)	–	47,216
General funds	33,985	375,700	(334,507)	–	75,178
Total unrestricted funds	33,985	375,700	(334,507)	–	75,178
Total funds	107,291	496,998	(481,895)	–	122,394

The narrative to explain the purpose of each fund is given at the foot of the note below.

Notes to the financial statements

For the year ended 31 March 2021

17b Movements in funds (prior year)

	At 1 April 2019 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 March 2020 £
Restricted funds:					
Engage Cymru	9,246	104,401	(96,330)	–	17,317
Engage Scotland	62,623	9,522	(65,667)	–	6,478
Generation ART	375	–	(375)	–	–
Children's Art Week	3,067	7,500	(10,317)	–	250
Alexandra Reinhardt Memorial Award	9,482	30,895	(13,258)	–	27,119
MaxLiteracy Awards	36,324	–	(15,105)	–	21,219
Marsh Awards	923	1,483	(1,483)	–	923
Catalyst	7,200	1,800	(9,000)	–	–
Total restricted funds	129,240	155,601	(211,535)	–	73,306
Unrestricted funds:					
Designated funds:					
Digital	10,000	–	–	(10,000)	–
Children's Art Week	10,000	–	–	(10,000)	–
Total designated funds	20,000	–	–	(20,000)	–
General funds	80,509	296,751	(363,275)	20,000	33,985
Total unrestricted funds	100,509	296,751	(363,275)	–	33,985
Total funds	229,749	452,352	(574,810)	–	107,291

Purposes of restricted funds

Engage Cymru and Engage Scotland

These funds are funded by the Arts Council of Wales and Creative Scotland respectively and fund the activities of Engage in those countries.

Generation ART

Generation Art was an open submission touring exhibition of children and young peoples art work which toured in 2015/16. We have been fundraising for another tour in 2021.

Children's Art Week

Children's Art Week is funded by several trusts and foundations to promote the participation of young people in the arts by means of activities undertaken in galleries and museums during Children's Art Week each year.

Alexandra Reinhardt Memorial Award

The Alexandra Reinhardt Memorial Award is funded by the Max Reinhardt Charitable Foundation. The project aims to bring together the creative energies of an artist, a museum, visual arts venue or gallery and the local community. It is intended to engage and inspire children, young people and families as well as lead to the creation of an artwork to go on public display.

MaxLiteracy Awards

The MaxLiteracy Awards (previously known as the Max Reinhardt Literacy Awards) are funded by the Max Reinhardt Charitable Foundation. The project was developed to enable galleries, art museums and visual arts venues to support a dedicated programme of creative writing and literacy work with schools. Funding from the Awards will allow each of the three venues to employ a creative writer to work with a local school on a creative writing or literacy project, taking inspiration from the venue's collections, displays or building. The Awards are run in partnership by Engage and the National Association for Writers in Education (NAWE).

Purposes of restricted funds (continued)**Marsh Awards**

The Marsh Awards are an annual award made to recognise those working in Gallery Education who have shown dedication or innovation in their work. It is funded by the Marsh Christian Trust.

Extend/Museum Resilience Fund

To support colleagues from the museum sector to take part in the Extend mid-career leadership programme.

Purposes of designated funds**Digital Fund**

The Digital Fund was intended for a program of information, research and education on digital development and opportunities in gallery education. This fund was dissolved in 2020 and the funds transferred to the general reserve.

Children's Art Week

Reserves had been set aside as Engage's support for the Children's Art Week project, described under restricted funds above. This fund was dissolved in 2020 and the funds transferred to the general reserve.

18 Operating lease commitments payable as a lessee

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2021	2020	2021	2020
	£	£	£	£
Less than one year	–	32,499	3,290	1,646
One to five years	–	–	797	4,187
	<u>–</u>	<u>32,499</u>	<u>4,087</u>	<u>5,833</u>

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.