

Company Registration No: 02531041

(England and Wales)

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT AND GROUP FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2021

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE
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TRUSTEES' REPORT
YEAR ENDED 31 AUGUST 2021

TRUSTEES	
H Kuchah Kuchah	President <i>(to 21 June 2021)</i> Vice President <i>(from 21 June 2021)</i>
G D Maggioli	Vice President <i>(to 21 June 2021)</i> President <i>(from 21 June 2021)</i>
R Wright	Company Secretary
B Cagnol	Treasurer <i>(Acting Treasurer 17 Apr 2020 to 21 Nov 2020, Appointed 21 Nov 2020)</i>
L McLaughlin	Associate Representative <i>(Stood down 26 June 2021)</i>
J Theuma	Associate Representative <i>(Appointed 26 June 2021)</i>
M Belak	Membership Committee Chair
S Wilden	Digital Committee Chair
J Mader	SIG Representative

COMPANY SECRETARY

R Wright

CHIEF EXECUTIVE

J Burton

REGISTERED OFFICE

No 2 & 3 The Foundry, Seager Road, Faversham Kent ME13 7FD

COMPANY NUMBER

02531041

CHARITY REGISTRATION NUMBER

1090853

BANKERS

Barclays Bank Plc
65 High Street, Whitstable Kent CT5 1AU

AUDITOR

UHY Kent LLP t/a UHY Hacker Young
Thames House, Roman Square, Sittingbourne ME10 4BJ

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE
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The Trustees (who are also the Directors for the purposes of Company law) present their annual report together with the audited financial statements of The International Association of Teachers of English as a Foreign Language Limited (the charity) for the year ended 31 August 2021. The Trustees confirm that the annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the company's Memorandum and Articles of Association and the provisions of 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)).

OBJECTIVES AND ACTIVITIES

The Charity's principal activity is that of a professional membership association for teachers of English as a foreign or second language, and the advancement of education for the benefit of the public in the English language as a foreign or second language sector.

The Charity's mission is to 'link, develop and support English Language Teaching professionals worldwide.' When considering the Charity's aims and objectives, and development of future plans for the Charity, the trustees refer to the Charity Commission's general guidance on public benefit.

The activities undertaken during the year to further our charitable purposes for the public benefit can be defined within the three areas of our mission:

Linking

- Regional and national teaching associations around the world are able to become IATEFL Associates free of charge. This enables them to link with one another and promote their events with the wider community on the IATEFL website as well as an eBulletin and in our bi-monthly member magazine. This creates a wider community of over 100,000 English language teaching professionals globally.
- We invite a member from each of our 'IATEFL Associates' to attend and represent their Teaching Association at our Associates Day, free of charge. Associates Day is usually held the day before our annual conference and is a day of networking, peer learning in areas of mutual interest and best practice, and targeted training sessions. The representatives also usually receive a free annual conference and are invited to a networking reception to encourage collaboration with our Special Interest Groups (SIGs). In 2021, however, as the IATEFL international conference was held virtually, a separate online Associates Day web conference was held on 26 June 2021, bringing together representatives from 82 teaching associations for a six hour programme of presentations and collaboration opportunities.
- Our Social Media platforms such as LinkedIn, Twitter and Facebook are open to anyone working in English Language Teaching (ELT). They are a key space for the ELT community to share their ideas and challenges, to advertise local events and to network with other like-minded individuals.

Developing

- IATEFL and its 16 Special Interest Groups have run an average of 15 web events (including webinars, mini courses and web conferences) each month this year. Many of these have been free, and many open to members and non-members alike. These all provide opportunities for teachers around the world with internet access to participate in professional development, and freely disseminate the professional expertise of world class speakers.
- Our annual conference is open for anyone to attend and regularly attracts over 2,800 attendees from around the world. Approximately a third of those attending are not IATEFL members. The trustees make a conscious decision when setting the delegate rate, to make it as affordable as possible to

ensure that attending the conference is achievable for as many people as possible. With an extensive academic programme, this event is one of the most important professional development opportunities in the ELT calendar.

- Social Media platforms, and the use of tools such as Facebook live and moderated discussion, can enable relevant topics to be discussed immediately. They break down geographical boundaries and can provide support, information sharing and forums for discussion.
- Our website, as well as the IATEFL YouTube channel, hosts a selection of our webinars which have been made available to the general public as well as interviews with presenters and attendees from our annual conference.
- Our current Development Plan has, as one focus, the development of further continuous professional development opportunities such as online courses. It is anticipated this will also be available for non-members to benefit from for a reasonable charge and will be launched in early 2022.

Supporting

- Starting in late 2020 IATEFL's Leadership and Management Special Interest Group launched a very valuable Facebook Group specifically for school managers (members and non-members alike) for them to share their challenges relating to the pandemic, support each other, and be made aware of opportunities and resources available to them. This was followed by a more general 'IATEFL Corona Hub' Facebook Group with similar aims but for teachers in early 2021.
- IATEFL Projects offers grants up to £3,000 to Teaching Associations to use to undertake projects that will make an improvement to language teaching and learning in their local community. The project should be able to demonstrate a sustainable outcome and therefore benefit the broader ELT community.
- Our ELT exhibition, held at the annual conference, is open to non-paying members of the public and offers a wide range of ELT supplies, including books, courses, games and examination resources. Our Pop-Up presentations, held in the exhibition area by partner institutions, highlight new developments in English Language Teaching. The next such conference will be in Belfast in May 2022.
- IATEFL have a range of scholarships available to fund attendance of the annual conference, and around half of these do not require the applicant to be a member of IATEFL. Without this funding, the majority of the winners have stated that they would not have been able to access this significant opportunity.
- Our Wider Membership Scheme (WMS) and Wider Membership Individual Scheme (WMIS) help the international ELT community reach out to teachers in parts of the world who may need additional financial support in order to become part of our teaching association. The WMIS scheme offers free IATEFL membership to individuals in economically developing countries where they may not have access to a local teaching association. We have also supported them in the forming or developing of a local teaching association which then has a more sustainable impact on the community as a whole. Under the WMS scheme, associates are offered the opportunity to bid for funding to subsidise a number of IATEFL memberships.
- Our Jobs Market is available online throughout the year. It is not necessary to be a member in order to receive alerts when new adverts are placed.
- Our Careers Fair, held at the annual conference, is open to everyone and is the ideal setting for ELT employers and jobseekers to meet, conduct screenings and hold interviews. It also includes an advice zone and 'how to' sessions on different career routes in our sector, as well as a CV clinic where jobseekers can get professional advice on the presentation of their CV.
- Our online bookshop houses a selection of publications aimed at supporting and developing those working in the ELT industry.
- Our "How to" recordings are available to all from the IATEFL website and offer practical advice in the area of international conferences, from writing a speaker proposal to what to do when attending a

conference for the first time.

- Our work with other bodies in our sector is a valuable input into supporting the ELT industry as a whole. IATEFL is part of the Common English Forum Council, writes regular articles for and is represented on the ELT Journal panel and management board, and has a close relationship with both English UK and the British Council.

ACHIEVEMENTS AND PERFORMANCE

Whilst continuing to battle against the huge impacts of the COVID-19 pandemic on the association in the same way it has had on our entire sector, IATEFL has nonetheless continued to focus on its on-going projects and its priorities as set out in its Development Plan: its long term, rolling plan defined by the Board of Trustees, informed by member feedback, which identifies key strategies for the association in order to ensure our continued relevance for the future.

Some more notable achievements were:

- The deferred International Conference, scheduled to run in Manchester in 2020, was held online from 19 to 21 June 2021. This was the first time the association has run the international conference virtually and, whilst being a steep learning curve, proved a great success with much positive feedback from participants.
- The association ran its first ever virtual Annual General Meeting for members on 21 November 2020. This was permitted due to the suspension of requirements during the pandemic, and received positive feedback from members due to its inclusive nature. This was reflected in the number of participants being double the usual number.
- IATEFL and its 16 Special Interest Groups ran over 170 online events during the year. Whilst the majority were free and open to members and non-members alike, there was also a growth in the variety of formats and also the introduction of some paid events, allowing an additional revenue stream for the association.
- IATEFL undertook a survey of members, and also of non-members, who nonetheless engage with the association, in order to understand how the association is regarded, what services are appreciated and to understand what else IATEFL might realistically do in order to stay relevant and continue to provide a range of member benefits and services to English language teaching professionals worldwide.
- IATEFL worked in collaboration with the British Council and English UK to run a project matching English language course providers in the United Kingdom with teaching associations in twenty countries, all identified as Official Development Assistance recipient countries. The project focused on improving the language level and confidence of classroom teachers. Training happened in the first three months of 2021, and reached over 2000 teachers. Following the success of the project, named 'PRELIM', it is being repeated this year, but at double the scale.
- IATEFL ran an online conference to mark World Teachers' Day, in collaboration with the British Council, on 3 October 2020. This event was offered to IATEFL members and to non-members alike and had a theme of 'Teachers: Leading in crisis, reimagining the future'. Over 2000 people attended the event directly, and livestreaming of the event added a much wider audience of over 70,000.
- We have launched a series of Career Guide webinars for IATEFL members, looking at different specialisations within the English language teaching profession, and subsequently providing a searchable resource for members to access as required. Six such webinars have been run to date.
- The association continued to carefully manage its income and expenditure in all areas in order to be able to continue to achieve its aims and provide a wide range of services to members and the wider English language teaching community.

EXECUTIVE COMMITTEE REPORTS

The Executive Committees summarise the work in their individual areas as follows:

Membership Committee

As expected, membership figures has remained lower than pre-pandemic levels as the English language teaching sector globally continues to struggle, although some growth was seen towards the end of the period, coinciding with a call for proposals for the next international conference in May 2022.

The Membership Committee is fully responsible for offering and hosting webinars, as well as the running of the IATEFL Facebook group, which has 21.5K members. Together with a member of the Publications Committee we run IATEFL's blog *Views* and continue to publish one blog every two weeks.

An IATEFL Membership survey was undertaken in 2021 to better understand the needs and concerns of members and non-members alike, and to ensure the association continues to be relevant to English language teaching professionals. 579 people took part in it from 7 May to 27 June, 10% of them were non-IATEFL members. Most are happy or very happy with what we offer and also think that the present membership fee is a good value for money.

The Call for Webinar Presenters in the spring of 2021 attracted 49 proposals. The Webinar Selections Committee, which this time consisted of all four volunteers on the Membership Committee, chose ten high-quality webinars for 2021/22.

Special Interest Groups (SIGs)

The sixteen SIGs have continued to make significant contributions throughout the year to carrying out IATEFL's mission. Each SIG continues to its own website, a regular periodical in the form of a newsletter, magazine or journal, as well as other publications, such as collections of articles and material, usually in the form of e-books. Most publications are digital in keeping with IATEFL's sustainability goals. Regular online information is sent to members of individual SIGs as well as through the IATEFL eBulletin and in IATEFL Voices. SIGs also hold regular webinars which are open to members and also to non-members in keeping with the charitable aims of IATEFL. During the continuing pandemic, all events and meetings have been held online. This has enabled SIGs to reach many more members worldwide. SIGs have been extremely inventive and resourceful in developing and running different types of online event including webinars, conferences over several days, one-day events, forums, reading and discussion groups, informal meet-ups and celebrations, for instance of a publication or a SIG anniversary. Many events are held in cooperation with other IATEFL SIGs and / or with other ELT associations and institutions to share experience and expertise and provide a wider range of services to delegates. In some cases, delegates have been asked to pay a fee, make a donation or sponsor another delegate. Events are sometimes free or charged at a reduced rate for members.

Individual and conference events, training sessions and SIG Open Forums, where members and non-members can meet and obtain information about the SIG and SIG developments and the SIGs can highlight aspects of their work have been held. These often include presentations and discussions alongside the information about the SIG. In the past year, Open Forums and Pre- and Post-Conference events were held separate from, but in conjunction with, the Annual Conference which was held online.

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Short webinars and courses, providing information on online teaching and learning, have continued to be held to provide support during the ongoing pandemic. These may be offered free to all or with only non-members charged for attendance.

Highlights from the work of individual SIGs since the pandemic, include:

- Increased activity and presence on Social Media and use of different social media, such as Twitter, Instagram and LinkedIn.
- Maintaining the numbers of scholarships, enabling members to participate in SIG events and attend the IATEFL Annual conference in 2021 online.
- Publication of SIG-led books and conference selections from SIG-organised conferences.
- Redevelopment of SIG websites.
- Increased number of webinars and larger web-based events throughout the year.

The SIG Coordinators as a group have also:

- Carried out online meetings successfully to discuss matters relevant to all SIGs and deal with issues arising, both general and from the pandemic. From 2022 the majority of Coordinators meetings will be held online. As well as being in keeping with IATEFL's sustainability goals, this will also allow more frequent meetings as the need arises
- Prepared budgets and, with the IATEFL Treasurer, discussed and decided on economy measures during the pandemic without reducing member and non-member benefits substantially
- Supported and cooperated with each other in dealing with issues arising in SIGs and SIG Committees
- Continued to use the communication channels for more effective discussion and cooperation among SIG Coordinators, making online meetings more efficient and productive.
- Continued to use, with the help of the SIGs and Publications Officer, homologue groups for the different roles within SIG committees. The committee members in these groups communicate online and discuss aspects of their SIG committee work.

Conference Committee

The 54th Annual IATEFL Conference and Exhibition originally scheduled to be held in Manchester in April 2020, was finally held from June 18 – 21, 2021 as a virtual event. To ensure that this event was as near to a face-to-face event as possible, IATEFL made a call for tenders for online platforms and subsequently chose the Hopin platform due to the different possibilities for interactions it offered, as well as its resilience. In essence the 2021 Online Conference and Exhibition included the full programme of activities and events originally planned for Manchester with SIG (pre-)conference events being held in the weeks prior to, or after, the main conference.

In sum, the Virtual Conference and Exhibition this year included 460 academic sessions led by 619 speakers and a total of 45,000 interactions in the event chat over the 3 days. Due to last minute health issues, one of our four plenary speakers was not able to speak at the conference. There were also a good number of evening/social events to try and replicate the face-to-face conference and encourage networking and cultural exchange. Most of the academic sessions were recorded and made available to conference delegates after the conference.

The IATEFL Annual Conference remains a priority for members at all stages of career development and regardless of profession or status, and given the changing realities, we are constantly exploring and discussing innovative ways of making the conference available and appealing to an even larger number of delegates in the coming years. Already, we have put in place a set of five criteria for selecting plenary speakers to ensure gender balance and geographical spread as well as professional and academic expertise

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for our plenary speakers. We continue to take feedback from conference delegates seriously in our choice of plenary themes.

Finally, we are aware of the changing realities with the new variant of the Covid-19 virus and while we continue to work towards a face-to-face conference, we are also currently exploring a range of possibilities for how best to deliver the Belfast conference.

Associates Committee

Although this year proved very difficult, the Associates' Committee continued its work to collaborate and connect with Associations around the world. This was done in a number of ways:

- Offered bi-monthly e Bulletins specifically targeted at associations
- Contributed monthly articles for the Associates' page in the IATEFL newsletter *Voices*
- Formed part of the organising team, collaborating with the British Council and English UK, to create a second PRELIM project directly benefitting associations in 40 countries.
- Invited representatives to be part of Associates Day which we hope will be held face-to-face for the first time in 2 years.
- Re-launched a programme for more social media contact with members by opening an Instagram account and re-engaging in Twitter.

Associates were invited to join an online Associates' Day on 26 June 2021 which was different from usual in that it did not form part of the main IATEFL International Conference. This was done to ease the duration of time participants would have had to have spent online had it been part of the conference event. It was a well-attended event and, despite the fact it was online, there were many opportunities for associates to present formally, chat informally and network during the day. Other speakers included those from IATEFL scholarships and awards, IATEFL projects, Hornby Trust Teacher Association project scheme awards and the British Council; all of whom detailed schemes and awards which benefit the members of the Associate Members.

Since Associates Day, the Associate committee has seen a significant change in the departure of Lou Mc Laughlin as Associate Representative and Chair of the Associate Committee. This role has now been taken by Jean Theuma and the committee has been joined by Cristina Gultekin Manea, bring it up to its full quota of members. The new committee is determined to continue to develop and support IATEFL's Associate members.

Digital Committee

The digital committee continued to work as per its new mandate of June 2020, therefore focusing on supporting IATEFL's online continuous professional development strategy. As such the committee continued to explore ways to deliver online courses for IATEFL.

However it's major focus of 2021 was to support IATEFL in delivering the main conference online. This support including assisting the various conference strands with training and platform familiarisation as well as putting together and coordinating a moderating team of more than 60 people for the event.

Publications Committee

During the period, the following was accomplished:

- Members received our monthly *eBulletin* with news of the association at the association-wide level as well as news of the Special Interest Groups (SIGs). The *eBulletin* also supported the marketing of

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key IATEFL events such as webinars, publication, virtual conference, and volunteering opportunities association wide.

- Members also received the regular six issues of our flagship publication, *Voices*, according to schedule both in virtual and paper format, thus acknowledging the reality of some members who do not have access to connectivity.
- Work began on *IATEFL Conference Selections (CS)* towards the end of this period. CS is the association's peer-refereed publication connected to the presentations during the conference. During 2020, and because of the deferral of the Manchester Conference, there was no such publication. In 2021, however, and as a result of the Virtual Conference, a new issue of CS is being currently edited to be sent to members in April 2022. This new CS will include URLs of the presentations on which the papers were based to help members access recordings of the Virtual Conference.
- The Publications Committee also assisted the Research SIG and the Global Issues SIG with editing and formatting services for their publications. The Research SIG published a selection of research reports generated under the Africa ELT project (aimed at training and mentoring new researchers in ELT in Africa), and the Global Issues SIG published a collection of articles on teaching English for social justice worldwide.
- Besides these activities, the Publications Committee engaged in the following activities:
 - Revision, editing and publication of the "IATEFL Publication Guide," the policy document that guides and structured any IATEFL publication.
 - The rewriting and dissemination among SIG Newsletter Editors of a new Publications Release form where permission to reprint/republish is sought from IATEFL publications authors.
 - The search and selection process of a new proof-reader for CS.
 - The search and selection of a new member for the Publications Committee. The search yielded no viable volunteers so, a new search is currently under way.
 - Editing and formatting services for the various SIG Newsletters was undertaken mainly by the Publications Officer at HO throughout the year.
 - The Publications Committee Chair attended the SIG Coordinators meetings so as to inform leadership of news and changes in policy.
 - The whole of the Publications Committee organized the first virtual get-together of SIG Newsletter Editors where all new policies were discussed and the input of the editors was sought towards the final version of the new policy documents.

FINANCIAL REVIEW

The accounts presented here are the consolidated accounts for IATEFL and its subsidiary, IATEFL Trading Ltd. Our total funds as at 31 August 2021 show an increase in the net movement of funds of £155,700 with net incoming resources before unrealised gains on investments amounting to £103,655. Total funds carried forward at the year-end amounted to £1,037,769.

Income increased by £293,180 when compared to the previous year, with expenditure falling by £145,503. These figures are, however, still very different from pre-COVID norms.

The value of investments has recovered some of the losses of the previous year, and has gained in value by £52,045. There was, however, a drop in income from investments of £3,386 from the previous year, with interest received in the year totalling £8,063.

The association has continued to control its expenditure and carefully manage its cashflow over this period which continues to be challenging and uncertain.

Membership numbers remain below pre-COVID levels, leading to a reduction in income from this route. The Association was able to run its 54th annual conference by transferring it to an online platform. This enabled the advertised academic programme of the conference to be run, as well as a smaller number of virtual exhibition stalls and sponsorship opportunities.

Whilst the entire global English language teaching sector continues to struggle, and IATEFL is unable to run face-to-face events, income from delegate bookings, advertising and sponsorship opportunities are reduced.

This lack of face-to-face events, as well as the running of all meetings online, has resulted in a reduction in expenditure, which was further aided by on-going savings in all unnecessary contracts and services in the running of the association and its Head Office. Staff pay also continued to be frozen for this period.

Where financial support from the United Kingdom government was available and appropriate, IATEFL benefitted from these. This amounted to £31,182 during the period, a combination of Economic Development Grants and the Coronavirus Job Retention Scheme. A Coronavirus Business Interruption Loan (CBILS) of £100,000 was also taken out during this period to provide a cashflow buffer if required.

As an overall picture, these figures for the financial year show that IATEFL has begun its recovery from the COVID pandemic, but that there is a long way still to go, with on-going challenges and uncertainties ahead. Continued financial vigilance: control of expenditure, management of cashflow, maximising and diversification of income generation will all continue to be vital in the coming year.

Investments and investment policy

IATEFL's investments strategy during this period has been to continue to protect investments wherever possible, rather than drawing on them, in order to allow them to recover the significant value they lost due to the pandemic.

Investments are currently placed in two funds. Our Schroders Cazenove Charity Equity Value Fund A Income investments are focused on "Value" stocks and does take slightly higher risks in search of higher rewards. The second is our Cazenove Charity Bond Fund A which invests in fixed interest securities and derivatives.

Both funds have begun to rebuild their pre-COVID value, particularly towards the end of this period, but this

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is on-going and has not, as yet, been reflected in associated income generated from these investments. Moving forward we expect them to return to producing a stable and sustainable return for the association.

Other short-term deposits are intended, and have been used, to provide liquidity and cashflow assistance at this time and this has been prioritised over adding to investment funds at this time.

Reserves policy

Reserves are intended to provide the association with an amount of protection against adverse conditions and circumstances. It is clear that COVID-19 has impacted the association and its members in such a clear and specific way that it has been appropriate to use the association's reserves to support the association's on-going activities and services to members.

In its statement on the association's Reserves policy for the year ending 2019, the annual report identified a designated capital reserve of £60,000 specifically allocated to act as a protection should our annual conference or other major event not go ahead or make substantial losses. For both the year ending 31 August 2020, and this year ending 31 August 2021 it has not been feasible or possible to maintain this longer term reserves policy, as the association battles to deal with the challenges presented by the pandemic. Inevitably therefore the designated capital reserve allocated was not sufficient to cover these unique circumstances in either year.

Once the major impacts of the COVID-19 pandemic have passed, the association is committed to restoring the pre-existing Reserves policy priority, and also to re-evaluate the figure attributed, whilst also continuing to operate to the benefit of the association's members.

FUTURE PLANS

As part of the ongoing strategy and development plan, which is shared with members on our website and reviewed at AGM, the following areas have been identified as being our priority areas for the forthcoming year:

- The development of online courses and training opportunities for members and non-members.
- Continued review of the balance between member benefits and non-member benefits to ensure we fulfil our charitable aims whilst also ensuring that members of the association get clear and tangible benefits for their membership fee.
- Continued progress in the area of sustainability, focusing on association activities, Head Office activities, the annual conference, and also on inspiring and promoting initiatives to members and stakeholders, as well as learning from them.
- Continuing the development of the association's online platform.
- Reacting to the challenges presented by COVID-19.

We will also be focussing on:

- Review of Articles of Association and Memorandum, following recent review of Executive Committee Guidelines and Special Interest Groups Handbook.

Risk review

The Trustees have reviewed the major risks to the Charity. An assessment has been made on the likelihood of those risks occurring, and the potential impact if the risk did occur. Some of the principal risks identified during the conduct of the risk assessment include:

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- The continued risk and impacts of COVID-19 on the association.
- The potential risk of any other such virus or mutation having a similar effect on the association.
- Over dependence on surpluses derived from the annual conference.
- Decline in some membership types, and advertising and sponsorship revenue. Particularly following the effects of COVID-19 on the English language teaching sector nationally and internationally.
- Potential on-going impacts of the United Kingdom leaving the European Union.

The directors have thoroughly reviewed their risk assessment and are implementing further action in areas identified as medium or high risk. The review is an ongoing process and every effort is being made to mitigate these areas.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Status

The Charity was formed on 17 March 1967 and incorporated as a charitable company limited by guarantee on 14 August 1990. The Charity is governed by its Memorandum and Articles of Association.

Trustees

The Trustees of the company (who are also Directors for the purposes of Company law), are all listed on page 1 of these accounts and all served throughout the year, except where shown as "appointed" or "resigned". A trustee will "resign" when they step down from the Board of Trustees at the end of their term.

The current board consists of eight Trustees (Directors). The roles assigned to the eight trustees are: President, Vice President, Treasurer, Secretary, Membership Committee Chair, Digital Committee Chair, Associates Representative and Special Interest Groups (SIGs) Representative.

Apart from the SIG Representative and Associate Representative roles, trustees are currently appointed using the following method:

- A call for nominations is circulated with a role description. To be put forward as a nominee, you must be a current and fully paid up individual member of IATEFL (i.e. not be a member via an institutional membership) at the time of being nominated and any subsequent elections being held.
- The proposer and seconder must also be current members of IATEFL.
- If more than one nomination is received for a position, a vote of the membership will be held.
- The candidate with the most votes will be put forward for ratification at the annual general meeting.

The SIG Representative and Associate Representative are appointed using the same method outlined above but only from within the groups they represent.

The incoming Vice President serves for one year before becoming President for two years and outgoing Vice President for a further year. All other trustees serve for an initial three-year term which can be renewed for an additional three-year term.

Trustee induction

Elections for trustee positions are held in sufficient time to enable the incoming trustee to attend the February trustee meeting in an observer capacity. At the February trustee meeting, a half day training session is usually held which allows incoming trustees to participate and gain relevant skills and knowledge. The two-day meeting also allows them the opportunity to gain an understanding of the current strategy and development plan and to get to know the current board and Head Office staff.

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A comprehensive trustee induction pack is provided and follow up sessions with a current member of the board and senior member of staff from Head Office are also scheduled.

Executive Committees

There are four Executive Committees and a trustee acts as Chair on each of them:

- Conference Committee (currently chaired by the IATEFL Company Secretary)
- Publications Committee (currently chaired by the President)
- Membership Committee
- Digital Committee

Various aspects of the association's work are devolved to these Executive Committees. A Head Office Representative also sits on each of these Executive Committees. Other members of the Executive Committee are appointed following a call for nominations with a role description and must also be current individual members of the Association. The number of members appointed to an Executive Committee varies depending on the work the committee needs to undertake.

The trustees can seek guidance, input and advice on various aspects of the association's work, from the Advisory Council, a body made up from internal and external representatives.

Other Committees exist within IATEFL to provide input into specific areas. These include:

- Scholarship Committee
- Proposals Committee
- Conference Selections Committee
- Wider Membership Scheme representative

The Charity has a Patron, David Crystal, and a Chief Executive, Jon Burton. Jon Burton is employed to manage a small Head Office team of ten staff. The trustees delegate the day to day management of the charity to the Chief Executive and he reports directly to the trustees. The other key management personnel would be the Deputy Chief Executive, Louise Atkins.

Related parties

IATEFL Trading Limited is the wholly owned trading subsidiary and is therefore a related party. The directors in IATEFL are also the directors in the trading subsidiary. All profits generated in the trading subsidiary are gift aided across to the charity.

Our relationship with the wider community

The ability of IATEFL to continue to "link, develop and support" on a global level is dependent on its ability to forge and maintain strong relationships with other Teaching Associations across the world. We would like to pay tribute to our volunteers for all of their time, support and commitment through their work on the SIGs and IATEFL Committees. Without their continued co-operation, the ability to make an effective contribution would be much diminished.

Statement of Trustees Responsibilities

The Trustees (who are also directors for the purpose of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

TRUSTEES' REPORT

YEAR ENDED 31 AUGUST 2021

Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and the results 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 (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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.

Disclosure of information to auditors

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all 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

Small Companies exemption

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

By order of the Board:



24-06-22.

Shaun Wilden
Chair of Digital Committee

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

YEAR ENDED 31 AUGUST 2021

Opinion

We have audited the financial statements of The International Association of Teachers of English as a Foreign Language (the 'parent charity') and its subsidiary ('the group') for the year ended 31 August 2021, which comprise the Group Statement of Financial Activities, the Group and Charity Balance Sheets, the Group Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group and the parent charity's affairs as at 31 August 2021 and of the group's profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group or parent charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Notwithstanding the above, we do draw attention to note 2 of the financial statement explaining the trustees' reasons why they have concluded the going concern basis remains appropriate.

Other information

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

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

YEAR ENDED 31 AUGUST 2021

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities on pages 12 and 13, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the group and parent charity'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 group or parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

How the audit was considered capable of detecting irregularities, including fraud:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- we identified the laws and regulations applicable to the charity through discussions with management, and from our commercial knowledge and experience in the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the accounts or the operations of the charity, including the Charities Act 2011 and the Companies Act 2006;
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

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

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

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

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

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

YEAR ENDED 31 AUGUST 2021

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

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

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

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

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

Use of our report

This report is made solely to the charity's Trustees as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's trustees 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 charity and the charity's Trustees as a body for our audit work, for this report, or for the opinions we have formed.



Allan Hickie BSc FCA (Senior Statutory Auditor)

for and on behalf of

UHY Kent LLP

Chartered Accountants

Statutory Auditors

Thames House

Roman Square

Sittingbourne

Kent

ME10 4BJ

Date: *28 June 2022*

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

GROUP STATEMENT OF FINANCIAL ACTIVITIES (Incorporating an income and expenditure account)
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
INCOME AND ENDOWMENTS FROM:					
Donations, legacies and grants	4	47,867	2,231	50,098	13,769
Charitable activities	5	474,229	3,040	477,269	240,040
Other trading activities	8	38,962	-	38,962	15,682
Investments	6	5,324	2,739	8,063	11,449
Other		1,458	-	1,458	1,730
TOTAL INCOME		567,840	8,010	575,850	282,670
EXPENDITURE ON:					
Other trading activities	8	8,734	-	8,734	2,751
Charitable activities	10	460,887	2,574	463,461	614,947
TOTAL EXPENDITURE		469,621	2,574	472,195	617,698
NET INCOME / (EXPENDITURE) BEFORE INVESTMENT LOSSES	9	98,219	5,436	103,655	(335,028)
Net gain / (loss) on investments	13d	52,045	-	52,045	(39,091)
NET INCOME / (EXPENDITURE) BEFORE TRANSFERS		150,264	5,436	155,700	(374,119)
Transfers between funds		15,171	(15,171)	-	-
NET MOVEMENT IN FUNDS		165,435	(9,735)	155,700	(374,119)
Reconciliation of funds					
Total funds brought forward - restated		763,575	118,494	882,069	1,256,188
TOTAL FUNDS CARRIED FORWARD	19	929,010	108,759	1,037,769	882,069

All income and expenditure derive from continuing activities.

The notes on pages 21 to 40 form part of these financial statements

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

BALANCE SHEET
AS AT 31 AUGUST 2021

	Notes	Group		Charity	
		31 August 2021	31 August 2020 <i>restated</i>	31 August 2021	31 August 2020 <i>restated</i>
		£	£	£	£
FIXED ASSETS					
Intangible assets	13	28,214	36,312	28,214	36,312
Tangible assets	13	257,388	283,719	257,388	283,719
Investments	13	310,701	258,656	310,702	258,657
		<u>596,303</u>	<u>578,687</u>	<u>596,304</u>	<u>578,688</u>
CURRENT ASSETS					
Debtors	14	175,843	108,540	184,308	133,406
Cash at bank and in hand	23	616,162	730,849	556,934	663,415
		<u>792,005</u>	<u>839,389</u>	<u>741,242</u>	<u>796,821</u>
CREDITORS: amounts falling due within one year	15	255,539	536,007	203,015	480,300
NET CURRENT ASSETS		<u>536,466</u>	<u>303,382</u>	<u>538,227</u>	<u>316,521</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,132,769</u>	<u>882,069</u>	<u>1,134,531</u>	<u>895,209</u>
CREDITORS: amounts falling due after one year	16	95,000	-	95,000	-
NET ASSETS		<u>1,037,769</u>	<u>882,069</u>	<u>1,039,531</u>	<u>895,209</u>
THE FUNDS OF THE CHARITY:					
UNRESTRICTED FUNDS (incl. revaluation reserve £113,598 [2020 - £61,553])	17	929,010	763,575	930,772	776,715
Total funds brought forward - restated	18	<u>108,759</u>	<u>118,494</u>	<u>108,759</u>	<u>118,494</u>
TOTAL FUNDS	19	<u>1,037,769</u>	<u>882,069</u>	<u>1,039,531</u>	<u>895,209</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The notes on pages 21 to 40 form part of these financial statements.

Approved by the Board for issue on

Bethany Cagnol
Director



S Wilden
Director



24-06-22

Company Registration No. 02531041

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

GROUP STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 AUGUST 2021

	Notes	2021 Total £	2020 Total £
Cash flows from operating activities:			
Net cash provided by operating activities	22	(222,101)	118,841
Cash flows from investing activities:			
Dividends and interest from investments		8,063	11,449
Purchase of property, plant and equipment		-	(7,221)
Purchase of intangible assets		(649)	(28,938)
Net cash used in investing activities		7,414	(24,710)
Cash flows from financing activities:			
Repayments of borrowing		-	(33,408)
Cash inflows from new borrowing		100,000	-
Net cash used in financing activities		100,000	(33,408)
Change in cash and cash equivalents in the year		(114,687)	60,723
Cash and cash equivalents at the beginning of the year	23	730,849	670,126
Cash and cash equivalents at the end of the year	23	616,162	730,849
Analysis of changes in net debt			
	As at 01 09 2020 £	Cashflows £	As at 31 08 2021 £
Cash	730,849	(114,687)	616,162
Debt:			
Loans falling due within one year	-	(5,000)	(5,000)
Loans falling due after more than one year	-	(95,000)	(95,000)
Total	730,849	(214,687)	516,162

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

1 GENERAL INFORMATION

The International Association of Teachers of English as a Foreign Language (IATEFL) is a company limited by guarantee registered in England and Wales (company number 02531041), which is also registered as a charity with the Charity Commission (charity number 1090853). The registered office is No 2 & 3 The Foundry, Seager Road, Faversham, Kent ME13 7FD.

2 ACCOUNTING POLICIES

The principal policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of accounting

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these financial statements.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102) (second edition)), the Financial Reporting Standard applicable in the UK and Ireland (FRS 102) (March 2018) and the Companies Act 2006.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees have to assess whether the use of the going concern basis to prepare the accounts is appropriate. They have to consider whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the charitable company to continue as a going concern.

The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements.

The impact of Covid-19 continues to be of great concern and has had and continues to have, significant impact on liquidity for IATEFL. The impact of the virus and the measures of governments to contain the virus has impacted heavily on the English language teaching (ELT) industry. Many private schools rely on international travel of students and teachers but travel restrictions have meant traditional study destinations have not been able to be reached, resulting in closures of schools and loss of teaching jobs. This in turn has impacted IATEFL with significant losses in membership numbers, both institutional and individual.

Travel restrictions, bans on gatherings and lockdowns have all meant that we have not been able to hold our face to face annual conference since 2019. IATEFL generates a large proportion of surplus revenue from conference related sponsorship and exhibition income and the loss of this income in the 2020 year impacted the association heavily. In June 2021 we successfully delivered the 2020 deferred programme in an online format, still incorporating nearly 500 talks and presentations as well as a virtual exhibition and online social events. This allowed us to fulfil our contractual obligations with respect to conference bookings and we were able to defer a number of exhibition and sponsorship bookings made in 2020 over to 2022 when we aim to have a face to face conference once again. This eased some of the pressures on our cash flow and the knowledge gained in putting an online conference on has gained us a measure of security, should we need or choose to move to an online format in the future.

All indications are, that with the easing of Covid restrictions within the UK, we will be able to hold our conference in a face to face format in Belfast in May 2022. Whilst we appreciate that attendance numbers may be down when compared to previous conferences, we remain optimistic that the event will still be a success and is an important milestone in our recovery. We recognise the importance of the conference, not only for the generation of revenue but also to highlight our profile and maintain our place within the profession.

Whilst acknowledging the significant uncertainties that remain, the trustees remain confident that IATEFL will be able to weather the ongoing impact.

Prudent cashflow forecasts have been prepared for the coming year, taking reduction in income into account, managing costs where able to do so, seeking alternative methods of generating revenue and adapting where we can to the needs of the membership to ensure we stay as relevant as possible. On reflection of this, the trustees have concluded that there are no material uncertainties about the charity's ability to continue as a going concern and that it remains appropriate to continue to adopt the going concern basis of accounting in preparing the financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

b) Consolidation

These financial statements consolidate the results of the charity and its wholly owned subsidiary, IATEFL Trading Limited.

The charity has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own income and expenditure account. The results of the charity for the year ended 31 August 2021 are included in note 25.

Exemption from the requirement to disclose transactions between the charity and its subsidiary company has been taken under section 33.1A of FRS 102 as the transactions occur between wholly owned members.

The charity has taken advantage of the disclosure exemption permitted by FRS 102 of the requirements of Section 7, 'Statement of Cash Flow', to not disclose a charity-only Statement of Cash Flows.

c) Volunteers

The charity relies heavily on its volunteers to allow it to carry out the wide variety of work that it does, across its diverse range of special interest groups.

The charity benefits greatly from the involvement and enthusiastic support of its volunteers. These include our Trustees, Special Interest Group (SIG) Coordinators and committee members. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not included in the financial statements

d) Income

Income is included in the Statement of Financial Activities when the charity has entitlement, receipt is probable and the amount can be valued with reasonable accuracy.

Income received relating to an event or conference which is to be held after the balance sheet date is deferred to the following year, or until the charity has entitlement.

Grant income received as compensation for expenses already incurred is recognised in income in the period in which it becomes receivable.

Investment income is recognised when receivable and the amount can be measured reliably, which is usually on notification of the dividend payable.

e) Expenditure

Expenditure is accounted for on an accrual basis, is recognised where there is a legal and constructive obligation to pay for the expenditure, and includes irrecoverable VAT where appropriate.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its members. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis.

f) Tangible fixed assets

Tangible fixed assets are stated at cost less depreciation, as adjusted for any impairment losses. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life as follows:

Freehold land and buildings:	Land	Nil
	Buildings	50 years
	Fixed Plant	10 years
Fixtures, fittings and equipment		4 years
Computer equipment		3 years

Depreciation is not charged on assets capitalised until the assets are brought into use. It is IATEFL policy that only assets above £250 are capitalised.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

g) Intangible fixed assets

Intangible fixed assets comprise software and website development costs and are measured at cost, less any accumulated amortisation and any accumulated impairment losses.

This asset is amortised on a straight line basis, over its useful economic life which is considered by the charity to be 5 years. Amortisation is not charged on assets capitalised until the asset is brought into use.

h) Impairments

Assets not measured at fair value are reviewed for any indication that the asset may be impaired at each balance sheet date. If such indication exists, the recoverable amount of the asset, or the asset's cash generating unit, is estimated and compared to the carrying amount. When the carrying amount exceeds its recoverable amount, an impairment loss is recognised in the Statement of Financial Activities unless the asset is carried at a revalued amount where the impairment loss is a revaluation decrease.

i) Investments

Unlisted investments comprise investments in subsidiaries which are measured at cost less impairment.

Listed investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently re-measured at their fair value as at the balance sheet date using the closing quoted market price. The Statement of Financial Activities includes the net gains and losses arising on revaluation and disposals throughout the year.

A source of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities, particularly currency risk, and within particular sectors or sub sectors.

j) Fund accounting

Funds held by the Charity are either:-

Unrestricted general funds: These are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

Designated funds: These are funds set aside by the trustees out of unrestricted general funds for specific future purposes or projects. Investment income is allocated to designated funds in proportion to the fund value. A proportion of membership fees is allocated to Special Interest Groups (SIGs) when a SIG subscription is included in the membership price. Members can also purchase additional subscriptions to other SIGs and the full amount of these subscriptions are allocated to the relevant SIG. A transfer between the SIG designated fund and the general fund is made to cover overhead costs.

Restricted funds: These are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are used for particular restricted purposes. Investment income is allocated to restricted funds in proportion to the fund value.

k) Financial instruments

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

Debtors

Trade and other debtors which are receivable within one year and which do not constitute a financing transaction are initially measured at the transaction price. Trade debtors are subsequently measured at amortised cost, being the transaction price less any amounts settled and any impairment losses.

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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

Creditors

Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which has accrued at the balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the balance sheet date.

m) Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rate of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Exchange differences are taken into the Statement of Financial Activities for the year.

n) Pension Costs

The charity operates a defined contribution scheme for the benefit of its employees. The pension costs charged in the Statement of Financial Activities represent the contributions payable by the charity during the year.

o) Judgements and key sources of estimation uncertainty

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. There are no estimates and assumptions that are considered to have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

3 LEGAL STATUS

IATEFL is a charitable company in England limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities is to provide an association for teachers of English as a foreign language and so advance education for the benefit of the public in the field of English language teaching.

4 DONATIONS, LEGACIES AND GRANTS

	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
Donations from individuals	4,685	2,231	6,916	1,464
Donations from other charitable bodies	12,000	-	12,000	8,435
Grants	31,182	-	31,182	3,870
	<u>47,867</u>	<u>2,231</u>	<u>50,098</u>	<u>13,769</u>

In 2020, £4,204 represented unrestricted funds and £9,565 represented restricted funds.

During the period the group benefitted from £18,639 (2020: £3,870) of government grants in the form of the Coronavirus Job Retention Scheme and £12,543 of Economic Development Grants from Swale Council. In accordance with our accounting policy, the furlough grant credit is included in income over the same period as the staff costs for which it compensates. There were no unfulfilled conditions or contingencies attached to these grants.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

5 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	2021 Total £	2020 Total £
Subscriptions	153,513	3,040	156,553	180,320
Conference	294,474	-	294,474	-
Events Income	25,857	-	25,857	59,328
Publications	385	-	385	392
	<u>474,229</u>	<u>3,040</u>	<u>477,269</u>	<u>240,040</u>

In 2020, £237,835 (as restated) was derived from unrestricted funds and £2,205 from restricted funds.

Due to the Covid-19 global pandemic, IATEFL was unable to hold an annual conference in 2020. The decision was made to defer the conference to 2021 and any fees already received in relation to services for the conference were also deferred to 2021. An online conference was held in 2021 due to the ongoing pandemic which meant that, due to the virtual format of the conference, some services were unable to be delivered. Agreements were made to defer some of these services to 2022 when we anticipate being able to hold a face to face conference.

6 INVESTMENT INCOME

	Unrestricted £	Restricted £	2021 £	2020 £
Dividends - fixed interest	1,224	630	1,854	2,359
- equity funds	4,027	2,070	6,097	7,706
Interest on short term deposits	73	39	112	1,384
	<u>5,324</u>	<u>2,739</u>	<u>8,063</u>	<u>11,449</u>

In 2020, £7,548 (as restated) represented unrestricted funds and £3,901 represented restricted funds.

7 INCOME

Approximately £365,071, 63.40% (2020 - £171,684, 62.83%) of the Group's income relates to markets outside the United Kingdom.

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2021

8 INCOME AND EXPENDITURE OF TRADING SUBSIDIARY

The Charity, which is registered in England, owns the whole of the issued share capital of IATEFL Trading Limited, Company number 07085385. The results of this company are summarised below:

	Year ended 31 August 2021 £	Year ended 31 August 2020 £
Turnover	38,962	15,682
Direct costs	-	-
	<u>38,962</u>	<u>15,682</u>
Management charge from parent company	(18,850)	(26,070)
Administrative expenses	(5,331)	(2,751)
PROFIT / (LOSS) BEFORE TAX	<u>14,781</u>	<u>(13,139)</u>
Corporation tax on profit on ordinary activities	(3,403)	-
PROFIT / (LOSS) AFTER TAX	<u>11,378</u>	<u>(13,139)</u>
Gift aided to the charity	-	-
RETAINED IN SUBSIDIARY	<u>11,378</u>	<u>(13,139)</u>
The aggregate of assets, liabilities and funds was:	2021	2020
	£	£
Assets	80,639	69,952
Liabilities	(82,399)	(83,090)
Net liabilities / assets	<u>(1,760)</u>	<u>(13,138)</u>
Represented by:		
Ordinary shares of £1 each	1	1
Profit and loss account	(1,761)	(13,139)
TOTAL FUNDS	<u>(1,760)</u>	<u>(13,138)</u>

9 NET INCOME / (EXPENDITURE)

Group net income / (expenditure) is stated after charging:	2021	2020
	£	£
Depreciation and amortisation	35,078	33,400
Auditor's remuneration: audit	7,270	7,050
tax advisory services	590	250
other financial services	75	-
Interest on bank loans	-	851
Amounts payable under operating leases - equipment	919	919

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

10 EXPENDITURE ON CHARITABLE ACTIVITIES

	Services to Members £	Annual Conference £	2021 Total £	2020 Total £
Costs directly allocated to activities				
Wages and salaries	41,366	93,532	134,898	148,473
Staff training	-	-	-	251
Cost of publishing & publications	36,000	-	36,000	52,875
Cost of events	1,803	-	1,803	54,446
Scholarships	300	9,821	10,121	389
Grants	-	-	-	3,500
IATEFL Projects	-	-	-	300
Plenary speaker costs	-	900	900	-
Conference travel and accommodation	-	-	-	6,638
Conference venue and equipment hire	-	-	-	1,305
Conference Programmer fee	-	-	-	2,217
Conference online platform	-	13,414	13,414	-
Publicity & marketing	690	-	690	3,529
Committee meeting expenses	51	-	51	11,187
Website, database & online solutions costs	20,168	-	20,168	29,108
Printing, post & stationery	1,575	63	1,638	3,636
Telephone	764	-	764	940
Equipment leasing	230	-	230	919
Sundry	611	-	611	940
Mortgage interest	-	-	-	852
Irrecoverable VAT	19,495	-	19,495	23,682
Support costs allocated to activities				
Wages and salaries	113,683	25,357	139,040	148,049
Rent, rates and water	4,000	-	4,000	5,904
Light and heat	1,435	-	1,435	2,688
Insurance	3,145	-	3,145	4,532
Cleaning & security disposal	1,256	-	1,256	2,409
Repairs & maintenance	1,242	-	1,242	4,424
Legal and professional	1,613	-	1,613	14,195
Auditor's remuneration	5,175	-	5,175	4,800
Bank & credit card charges	5,208	-	5,208	12,489
Exchange rate variance	497	-	497	2,556
Depreciation and amortisation	35,078	-	35,078	33,400
Governance	24,989	-	24,989	34,314
Total expenditure	320,374	143,087	463,461	614,947

In 2020, £611,665 (as restated) represented unrestricted funds expenditure and £3,282 (as restated) represented restricted funds expenditure.

11 STAFF COSTS AND TRUSTEES' REMUNERATION

	2021 £	2020 £
Staff costs of the Group were:-		
Wages and salaries	262,650	284,029
Pension costs	17,505	16,647
Social security costs	18,772	22,428
	298,927	323,104

No employee received total employee benefits (excluding pension contributions) of more than £60,000 (2020 - none).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

11 STAFF COSTS AND TRUSTEES' REMUNERATION (Cont'd)

The average number of employees including temporary staff during the year was as follows:

	2021 Number	2020 Number
Services to members	4	4
Annual Conference	3	4
Administration and support	3	3
	<u>10</u>	<u>11</u>

The average number of employees including temporary staff during the year calculated on the basis of full time equivalent was as follows:

	2021 Number	2020 Number
Services to members	2	2
Annual Conference	3	3
Administration and support	3	3
	<u>8</u>	<u>8</u>

The trustees consider the key management personnel of the charity to be the trustees, the Chief Executive and the Deputy Chief Executive.

The trustees received no remuneration or benefits-in-kind during the year. Eight trustees (2020 - 8 trustees) were reimbursed expenses of £nil (2020 - £3,850). The costs incurred in 2020 were for costs personally incurred in travelling to attend trustee meetings and other meetings where they represented IATEFL, and the purchase of equipment required for filming. Covid 19 meant that all meetings were held online in the year to 31 August 2021 and travel costs were not incurred.

The total employee benefits (including employer's pension contributions and employer's national insurance contributions) paid to key management personnel amounted to £94,986 (2020: £100,996).

12 TAXATION

The International Association of Teachers of English as a Foreign Language is a registered charity and is therefore potentially exempt from taxation on its income and gains as the Charity falls within the definition of a charitable company as defined in Part 1, Schedule 6 of the Finance Act 2010. No tax charge has arisen during the year.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**13(a) INTANGIBLE FIXED ASSETS - GROUP AND CHARITY**

	Website and database £
Cost	
At 31 August 2020	43,138
Additions	649
Disposals	-
As at 31 August 2021	<u>43,787</u>
Amortisation	
At 31 August 2020	6,826
Charge in year	8,747
Disposals	-
As at 31 August 2021	<u>15,573</u>
Net Book Value	
At 31 August 2021	<u>28,214</u>
At 31 August 2020	<u>36,312</u>

13(b) TANGIBLE FIXED ASSETS - GROUP

	Freehold land and buildings £	Fixtures, Fittings and Equipment £	Computer Equipment £	Total £
Cost				
At 31 August 2020	427,427	28,654	27,532	483,613
Additions	-	-	-	-
Disposals	-	(2,035)	(4,560)	(6,595)
At 31 August 2021	<u>427,427</u>	<u>26,619</u>	<u>22,972</u>	<u>477,018</u>
Depreciation				
At 31 August 2020	152,447	26,817	20,630	199,894
Charge in year	21,778	933	3,620	26,331
Disposals	-	(2,035)	(4,560)	(6,595)
At 31 August 2021	<u>174,225</u>	<u>25,715</u>	<u>19,690</u>	<u>219,630</u>
Net Book Value				
At 31 August 2021	<u>253,202</u>	<u>904</u>	<u>3,282</u>	<u>257,388</u>
At 31 August 2020	<u>274,980</u>	<u>1,837</u>	<u>6,902</u>	<u>283,719</u>

Included in the cost above is land with a value of £100,000 that is not depreciated.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

13(c) TANGIBLE FIXED ASSETS - CHARITY

	Freehold land and buildings £	Fixtures, Fittings and Equipment £	Computer Equipment £	Total £
Cost				
At 31 August 2020	427,427	28,654	26,857	482,938
Additions	-	-	-	-
Disposals	-	(2,035)	(3,885)	(5,920)
At 31 August 2021	427,427	26,619	22,972	477,018
Depreciation				
At 31 August 2020	152,447	26,817	19,955	199,219
Charge in year	21,778	933	3,620	26,331
Disposals	-	(2,035)	(3,885)	(5,920)
At 31 August 2021	174,225	25,715	19,690	219,630
Net Book Value				
At 31 August 2021	253,202	904	3,282	257,388
At 31 August 2020	274,980	1,837	6,902	283,719

Included in the cost above is land with a value of £100,000 that is not depreciated

13(d) FIXED ASSET INVESTMENTS - GROUP

	2021 £	2020 £
Listed investments:		
Market value at 1 September 2020	258,656	297,747
Additions	-	-
Disposal proceeds	-	-
Net gain /(loss) in year	52,045	(39,091)
Market value at 31 August 2021	310,701	258,656
	Market value £	Market value £
The above is made up of the following:		
SUTL Cazenove Charity Equity Value Fund A Income	194,481	140,060
SUTL Cazenove Charity Bond Fund A Income	116,220	118,596
	310,701	258,656

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**13(e) FIXED ASSET INVESTMENTS - CHARITY**

	2021	2020
	£	£
Listed investments:		
Market value at 1 September 2020	258,656	297,747
Additions	-	-
Disposal proceeds	-	-
Net gain / (loss) in year	52,045	(39,091)
Market value at 31 August 2021	310,701	258,656
Unlisted investments:		
Equity investment in IATEFL Trading Limited	1	1
	310,702	258,657
Listed investments include the following material amounts:		
SUTL Cazenove Charity Equity Value Fund A Income	194,481	140,060
SUTL Cazenove Charity Bond Fund A Income	116,220	118,596
	310,701	258,656

The investment in IATEFL Trading Limited, a company incorporated in England and Wales, represents a 100% shareholding.

14 DEBTORS

	Group	Group	Charity	Charity
	31 August	31 August	31 August	31 August
	2021	2020	2021	2020
	£	£	£	£
Trade debtors	10,859	7,338	5,882	4,819
Amount owed by group company	-	-	29,876	27,384
Other debtors	543	1,003	543	1,003
Prepayments and accrued income	164,441	100,199	148,007	100,200
	175,843	108,540	184,308	133,406

15 CREDITORS: AMOUNTS DUE WITHIN ONE YEAR

	Group	Group	Charity	Charity
	31 August	31 August	31 August	31 August
	2021	2020	2021	2020
	£	£	£	£
CBILS loan	5,000	-	5,000	-
Trade creditors	41,762	6,355	31,414	5,437
Defined contribution pension scheme	2,083	2,058	2,083	2,058
Other creditors	2,708	3,809	2,708	3,809
Taxation and social security	9,362	12,775	8,869	12,211
Accruals	15,921	11,218	13,317	8,718
Deferred income	178,703	499,792	139,624	448,067
	255,539	536,007	203,015	480,300

Deferred Income

Deferred income as at 1 September 2020	499,792	63,709	448,067	51,176
Resources deferred in the period	10,653	492,281	569	444,056
Amounts released from previous period	(331,742)	(56,198)	(309,012)	(47,165)
Deferred income as at 31 August 2021	178,703	499,792	139,624	448,067

Deferred income is recognised in respect of fees for future events which have been received in advance.

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FOR THE YEAR ENDED 31 AUGUST 2021

16	CREDITORS: AMOUNTS DUE AFTER ONE YEAR	Group 31 August 2021 £	Group 31 August 2020 £	Charity 31 August 2021 £	Charity 31 August 2020 £
	CBILS loan	95,000	-	95,000	-

During the year, IATEFL took advantage of the government backed Coronavirus business interruption loan scheme (CBILS). No interest is due on this loan for a period of 12 months from initial drawdown (June 2021). Following this period, interest at a rate of 2.4% per annum becomes chargeable and the loan must be repaid within 72 months after the first drawdown of the facility.

17	UNRESTRICTED FUNDS	As at 01 09 20 (Restated) £	Income £	Expenditure * £	Transfers £	As at 31 08 21 £
	GROUP:					
	Designated Funds :					
	Special Interest Group Funds:					
	Business English	54,787	9,197	(2,354)	753	62,383
	Learning Technologies	42,436	4,853	(660)	(2,197)	44,432
	Leadership & Management	28,958	3,488	(710)	(1,043)	30,693
	ES(O)L	18,875	3,591	(261)	(611)	21,594
	ESP	46,773	5,477	(2,005)	(2,246)	47,999
	Global Issues	8,849	3,082	(917)	(813)	10,201
	Learner Autonomy	8,688	3,500	(500)	(1,068)	10,620
	Literature	7,938	2,204	(152)	(670)	9,320
	Pronunciation	17,438	5,164	(1,160)	(1,211)	20,231
	Research	22,215	5,907	(951)	(1,615)	25,556
	Teacher Development	47,595	4,287	(823)	(1,645)	49,414
	Teacher Trainers & Educators	79,332	7,564	(6)	(1,778)	85,112
	Testing, Eval'n & Asses'm't	68,910	3,587	(1,863)	(632)	70,002
	Young Learners & Teenagers	9,186	5,344	(2,703)	1,156	12,983
	Materials Writing	17,529	7,702	(1,114)	(1,946)	22,171
	Inclusive Practices and SEN	(462)	5,227	(162)	(485)	4,118
	Wider Membership Scheme	202,431	4,943	-	-	207,374
	Gillian Porter Ladousse Travel Scholarship Fund	4,423	108	-	-	4,531
	Gillian Sturtridge First Time Speakers Scholarship Fund	11,448	273	-	(555)	11,166
	Property Fund	274,980	-	-	(21,778)	253,202
	General Fund	(208,754)	482,342	(401,235)	53,555	(74,092)
		763,575	567,840	(417,576)	15,171	929,010

THE INTERNATIONAL ASSOCIATION OF TEACHERS OF ENGLISH AS A FOREIGN LANGUAGE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

UNRESTRICTED FUNDS (cont'd)	As at 01 09 19 (Restated) £	Income (Restated) £	Expenditure * (Restated) £	Transfers (Restated) £	As at 31 08 20 (Restated) £
GROUP:					
Designated Funds :					
<i>Special Interest Group Funds:</i>					
Business English	42,927	59,388	(53,702)	6,174	54,787
Learning Technologies	40,809	5,287	(1,150)	(2,510)	42,436
Leadership & Management	28,920	2,851	(1,530)	(1,283)	28,958
ES(O)L	18,119	1,688	(172)	(760)	18,875
ESP	46,568	3,563	(1,516)	(1,842)	46,773
Global Issues	9,007	2,221	(1,410)	(969)	8,849
Learner Autonomy	7,850	5,429	(3,134)	(1,457)	8,688
Literature	7,324	1,552	(175)	(763)	7,938
Pronunciation	15,401	5,377	(2,049)	(1,291)	17,438
Research	23,298	3,157	(2,740)	(1,500)	22,215
Teacher Development	46,046	4,518	(571)	(2,398)	47,595
Teacher Trainers & Educators	77,459	6,166	(1,419)	(2,874)	79,332
Testing, Eval'n & Asses'm't	69,107	3,596	(2,059)	(1,734)	68,910
Young Learners & Teenagers	10,255	4,513	(5,081)	(501)	9,186
Materials Writing	16,059	5,248	(1,411)	(2,367)	17,529
Inclusive Practices and SEN	(1,131)	1,344	(52)	(623)	(462)
Capital Reserve	60,000	-	-	(60,000)	-
Wider Membership Scheme	195,432	6,999	-	-	202,431
Gillian Porter Ladousse Travel Scholarship Fund	4,270	153	-	-	4,423
Gillian Sturtridge First Time Speakers Scholarship Fund	11,052	396	-	-	11,448
Property Fund	280,350	-	-	(5,370)	274,980
General Fund	135,853	143,563	(575,336)	87,166	(208,754)
	1,144,975	267,009	(653,507)	5,098	763,575

* including (gains) / losses on investments

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

UNRESTRICTED FUNDS (cont'd)	As at 01 09 20 (Restated) £	Income £	Expenditure * £	Transfers £	As at 31 08 21 £
CHARITY					
Designated Funds :					
Special Interest Group Funds:					
Business English	54,787	9,197	(2,354)	753	62,383
Learning Technologies	42,436	4,853	(660)	(2,197)	44,432
Leadership & Management	28,958	3,488	(710)	(1,043)	30,693
ES(O)L	18,875	3,591	(261)	(611)	21,594
ESP	46,773	5,477	(2,005)	(2,246)	47,999
Global Issues	8,849	3,082	(917)	(813)	10,201
Learner Autonomy	8,688	3,500	(500)	(1,068)	10,620
Literature	7,938	2,204	(152)	(670)	9,320
Pronunciation	17,438	5,164	(1,160)	(1,211)	20,231
Research	22,215	5,907	(951)	(1,615)	25,556
Teacher Development	47,595	4,287	(823)	(1,645)	49,414
Teacher Trainers & Educators	79,332	7,564	(6)	(1,778)	85,112
Testing, Eval'n & Assesm't	68,910	3,587	(1,863)	(632)	70,002
Young Learners & Teenagers	9,186	5,344	(2,703)	1,156	12,983
Materials Writing	17,529	7,702	(1,114)	(1,946)	22,171
Inclusive Practices and SEN	(462)	5,227	(162)	(485)	4,118
Wider Membership Scheme	202,431	4,943	-	-	207,374
Gillian Porter Ladousse Travel Scholarship Fund	4,423	108.00	-	-	4,531
Gillian Sturtridge First Time Speakers Scholarship Fund	11,448	273.00	-	(555)	11,166
Property Fund	274,980	-	-	(21,778)	253,202
General Fund	(195,614)	462,230	(392,501)	53,555	(72,330)
	776,715	547,728	(408,842)	15,171	930,772
	As at 01 09 19 (Restated) £	Income (Restated) £	Expenditure * (Restated) £	Transfers (Restated) £	As at 31 08 20 (Restated) £
CHARITY					
Designated Funds :					
Special Interest Group Funds:					
Business English	42,927	59,388	(53,702)	6,174	54,787
Learning Technologies	40,809	5,287	(1,150)	(2,510)	42,436
Leadership & Management	28,920	2,851	(1,530)	(1,283)	28,958
ES(O)L	18,119	1,688	(172)	(760)	18,875
ESP	46,568	3,563	(1,516)	(1,842)	46,773
Global Issues	9,007	2,221	(1,410)	(969)	8,849
Learner Autonomy	7,850	5,429	(3,134)	(1,457)	8,688
Literature	7,324	1,552	(175)	(763)	7,938
Pronunciation	15,401	5,377	(2,049)	(1,291)	17,438
Research	23,298	3,157	(2,740)	(1,500)	22,215
Teacher Development	46,046	4,518	(571)	(2,398)	47,595
Teacher Trainers & Educators	77,459	6,166	(1,419)	(2,874)	79,332
Testing, Eval'n & Assesm't	69,107	3,596	(2,059)	(1,734)	68,910
Young Learners & Teenagers	10,255	4,513	(5,081)	(501)	9,186
Materials Writing	16,059	5,248	(1,411)	(2,367)	17,529
Inclusive Practices and SEN	(1,131)	1,344	(52)	(623)	(462)
Capital Reserve	60,000	-	-	(60,000)	-
Wider Membership Scheme	195,432	6,999	-	-	202,431
Gillian Porter Ladousse Travel Scholarship Fund	4,270	153	-	-	4,423
Gillian Sturtridge First Time Speakers Scholarship Fund	11,052	396	-	-	11,448
Property Fund	280,350	-	-	(5,370)	274,980
General Fund	117,941	145,793	(546,514)	87,166	(195,614)
	1,127,063	269,239	(624,685)	5,098	776,715

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

UNRESTRICTED FUNDS (cont'd)

Purposes of designated funds:

Special Interest Groups:

Business English	BESIG represents the interests and needs of the international business English teaching community
Learning Technologies	LTSIG focuses on all aspects of technology used by teachers and students in language teaching, from online tools, computer-mediated communication, corpora and mobile technology.
Leadership and Management	LAMSIG aims to raise awareness among the ELT profession about management issues and contribute to the development of good management practices
ES(O)L	ES(O)L is a SIG dedicated to teachers who teach English to people whose first language is not English and who are settled in a country or environment where English is the main spoken language. These language learners may include refugees, asylum seekers and migrant workers. ESOLSIG aims to promote effective language learning development opportunities and best practice across different countries and educational systems.
ESP	ESPSIG focuses on English for Specific Purposes, English for Academic Purposes and English for Occupational / Professional / work purposes.
Global Issues	GISIG is for those who not only see themselves as language teachers but also as educators on real world issues and are keen to instil a sense of social responsibility and develop critical thinking skills into their students.
Learner Autonomy	LASIG aims to raise awareness amongst language teachers, advisors and researchers about the issues related to developing and implementing independent or autonomous learning.
Literature	The objective of LitSIG is to promote teaching and research in the area of English language, literature, extensive reading, the creative arts and various related cultural manifestations in English language education.
Pronunciation	PronSIG is for teachers interested in integrating pronunciation skills in language teaching.
Research	ReSIG is for anyone interested in the research of teaching and learning processes within ELT.
Teacher Development	TDSIG is for teachers interested in the interplay between personal and professional development as a teacher.
Teacher Trainers & Educators	TTEdSIG aims to support ELT teachers, teacher educators and teacher trainers on the aspects of pre and in service teacher education.
Testing, Evaluation & Assessment	TEASIG is for anyone interested or involved in testing, evaluation and assessment in ELT
Young Learners & Teenagers	YLTSIG leads, drives change and sets standards in teaching English to young learners and teenagers (ages 3 to 17) for training and development, classroom practice and assessment.
Materials Writing	MaWSIG aims to share and develop best practice in ELT writing and offers professional development for writers and editors.
Inclusive Practices & SEN	IPSENSIG shares best practices and experiences in accurately identifying language learners' additional needs and disseminates information about inclusive teaching methods, materials and resources for working with learners who experience barriers in accessing education.
Wider Membership Scheme	The fund was created to enable the Charity to provide, if required, discounted membership to teachers not able to afford it throughout the world. A commitment was made to transfer £5,000 per year from general funds for a period of 10 years. The final instalment was due to be made in 2020 but due to the financial implications of COVID-19 on the charity, the trustees agree that the final transfer would not be made. No further transfers were made in 2021.
Gillian Porter Ladousse Travel Scholarship Fund	A designated fund has been established for the Gillian Porter Ladousse Fund. This is in addition to the restricted fund and will enable IATEFL to better fulfil the aims of this scholarship and finance scholarship winners appropriately.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

UNRESTRICTED FUNDS (cont'd)

Gillian Sturtridge First Time Speaker Scholarship Fund	A designated fund has been established for the Gillian Sturtridge First Time Speaker Fund. This is in addition to the restricted fund and will enable IATEFL to better fulfil the aims of this scholarship and finance scholarship winners appropriately.
Property Fund	It was considered appropriate by the trustees to create a separate fund to hold the net book value of the land and buildings purchased in 2013, net of the long term mortgage liability, to give a more transparent representation of the funds available to the trustees for general expenditure purposes. The mortgage is now fully repaid and the balance just represents the net book value of the land and buildings.
Transfers between funds	The transfers between funds represent an amalgamation of administration costs, internal cost transfers and income generated by individual SIG's which is included in the charity's Trading company.

18 RESTRICTED FUNDS	As at 01 09 20 (Restated) £	Income £	Expenditure £	Transfers £	As at 31 08 21 £
GROUP AND CHARITY:					
Wider Membership Scheme	37,200	4,122	-	(12,906)	28,416
W R Lee Scholarship Fund	44,480	1,104	(300)	(300)	44,984
Ray Tongue Scholarship Fund	11,003	269	(470)	(300)	10,502
Gillian Porter Ladousse Travel Scholarship Fund	5,162	230	(300)	(300)	4,792
Gillian Sturtridge First Time Speakers Scholarship Fund	25	20	(300)	255	-
Creativity Group Scholarship	271	809	(300)	(300)	480
Wider Membership Individual					
- Founding	6,097	334	-	(210)	6,221
- Matching	5,837	327	-	(210)	5,954
African Scholarship	8,153	184	(601)	(600)	7,136
Latin America	266	191	(303)	(300)	(146)
IATEFL Projects	-	420	-	-	420
	118,494	8,010	(2,574)	(15,171)	108,759
	As at 01 09 19 (Restated) £	Income (Restated) £	Expenditure (Restated) £	Transfers (Restated) £	As at 31 08 20 (Restated) £
GROUP AND CHARITY:					
Wider Membership Scheme	41,253	3,999	-	(8,052)	37,200
W R Lee Scholarship Fund	42,903	1,577	-	-	44,480
Ray Tongue Scholarship Fund	10,623	380	-	-	11,003
Gillian Porter Ladousse Travel Scholarship Fund	4,934	228	-	-	5,162
Gillian Sturtridge First Time Speakers Scholarship Fund	-	25	-	-	25
Creativity Group Scholarship	227	44	-	-	271
Wider Membership Individual					
- Founding	5,857	305	-	(65)	6,097
- Matching	5,606	296	-	(65)	5,837
African Scholarship	-	8,435	(282)	-	8,153
Latin America	-	266	-	-	266
IATEFL Projects	(190)	106	(3,000)	3,084	-
	111,213	15,661	(3,282)	(5,098)	118,494

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

18	RESTRICTED FUNDS (cont'd)	
	Purposes of restricted funds:	
	Wider Membership Scheme	This scheme encourages reduced rate membership in IATEFL for teachers who could not otherwise afford it. Associate members are able to submit a bid for WMS funding with which they can offer a number of subsidised IATEFL associate memberships to their members.
	WR Lee Scholarship Fund	The WR Lee Scholarship Fund was set up in memory of our late Founder and Chair with the purpose of helping IATEFL members in the countries concerned to attend the IATEFL Annual Conference.
	Ray Tongue Scholarship	The Ray Tongue Scholarship Fund was set up in memory of our late Treasurer, with the purpose of helping IATEFL members in the countries concerned to attend the IATEFL Annual Conference.
	Gillian Porter Ladousse Travel Scholarship Fund	The Gillian Porter Ladousse Travel Scholarship Fund has been set up to enable a teacher trainer and/or a trainee, who would not normally be able to do so, to attend the annual IATEFL conference. It was renamed the Gillian Porter Ladousse Fund in 2002 in memory of Gillian Porter Ladousse.
	Gillian Sturtridge First Time Speaker Scholarship Fund	This fund was started from the transfer of the Gillian Sturtridge Memorial Fund held by the University of Reading and the balance of the 1st Time Speakers Fund was added to this as the two funds were set up with the same purpose. The funds were fully spent in 2017 but donations can still be received into the fund.
	Creativity Group	This scholarship was set up in 2016 to celebrate the 50th IATEFL conference and is aimed at funding a practicing teacher to attend and present at the conference.
	Wider Membership Individual Scheme	The Wider Membership Individual Scheme aims to help teachers living in countries where there are no Associates of IATEFL. Initially aimed at the continent of Africa, this is now open to anyone who does not have access to a local IATEFL Associate organisation and who, therefore, cannot take part in the original Wider Membership Scheme to join IATEFL. The WMIS fund consists of two parts. One part was raised via donations from the IATEFL membership: the other is the matching fund set up when the scheme was introduced. Memberships provided under the scheme re paid by these two funds in equal parts.
	Africa Scholarship	The IATEFL scholarship has been funded for many years by a private Trust called the Murphy Scholarship Trust. In June 2020 the trust was closed and the balance of funds transferred to IATEFL. The terms of this transfer were that IATEFL would use the funds to cover scholarships awarded in 2020 and any surplus funds could be used for additional Africa scholarships in later years until the funds were depleted. If this was not practical, the Scholarship Committee were given permission to allocate the balance, at their discretion, in an appropriate manner.
	Latin America Scholarship	The Latin America Scholarship is part funded by donations and part funded by the IATEFL General Fund.
	IATEFL Projects	IATEFL Projects aims to provide grants on an annual basis to an IATEFL Associate in order for them to fund a project, making an improvement to language teaching and learning in their local community. Bids are opened on an annual basis and Associates are invited to submit a project plan and budget. Submissions are reviewed by a committee before the grant is awarded to one or more applicants.
	Transfers between funds	Transfers represent an element of costs that are to be attributed to an unrestricted fund. For instance, if a scholarship includes a registration to a Pre Conference Event, a membership or a conference registration.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

19 ANALYSIS OF GROUP NET ASSETS BETWEEN FUNDS

As at 31 August 2021	General Funds £	Designated Funds £	Restricted Funds £	Total £
Tangible fixed assets	4,186	253,202	-	257,388
Intangible assets	28,214	-	-	28,214
Investments	310,701	-	-	310,701
Net current assets	(322,193)	749,900	108,759	536,466
Long term liabilities	-	(95,000)	-	(95,000)
	20,908	908,102	108,759	1,037,769

As at 31 August 2020	General Funds £	Designated Funds (Restated) £	Restricted Funds (Restated) £	Total £
Tangible fixed assets	8,739	274,980	-	283,719
Intangible assets	36,312	-	-	36,312
Investments	258,656	-	-	258,656
Net current assets	(512,461)	697,349	118,494	303,382
	(208,754)	972,329	118,494	882,069

20 PENSION SCHEME

The charitable company operates a defined contribution pension scheme open to all permanent employees. During the year the charitable company contributed £17,505 (2020: £16,460) on behalf of employees who have opted into the scheme. Of these contributions £2,083 (2020: £2,058) remained outstanding as at the balance sheet date and is included within current liabilities.

21 RELATED PARTY TRANSACTIONS

Under the terms of the charity's Memorandum and Articles of Association, the charity is empowered to make reasonable and proper payments to members for services actually rendered to the charity. In their capacity as members of IATEFL, Trustees are obliged to pay annual subscriptions due to the charity and are entitled to take advantage of the services offered by the charity and its subsidiary company, on the same terms offered to all members, or to the general public. Where members or their connections provide services to, or utilise any other services or facilities of the charity, the amounts paid to, or charged by the charity are based on either:

- standard rates paid by the charity to members and non-members alike for services such as conference plenary fees, publication design work and conference programming; or
- rates negotiated on behalf of the charity, independently of the member involved, by the Board, or their delegated committee, based on competitive tenders or general commercial rates.

During the year the charity is aware that payments have been made by IATEFL for commercial services provided to it, or charges made by the institution for utilising other services or facilities of the charity, by certain members of the Board of Trustees, or their connections, as follows:

The charity engages the services of European Language Competence (ELC) to undertake design work on the TEASIG publication. ELC is owned by Mr Rudolf Camerer, an IATEFL member, who is the husband of Judith Mader, a Trustee of the charity. During the year the charity was invoiced £1,200 (2020: £1,100) to ELC in respect of services provided of which £nil (2020: £nil) was owing at the year end.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021

**22 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH
FLOW FROM OPERATING ACTIVITIES**

	2021	2020
	£	£
Net income / (expenditure) for the year (as per Statement of Financial Activities)	155,700	(374,119)
Adjustments for:		
Depreciation and amortisation charges	35,078	33,400
Gains / losses on investments	(52,045)	39,091
Dividends and interest from investments	(8,063)	(11,449)
(Increase) in debtors	(67,303)	(11,293)
(Decrease) / increase in creditors	(285,468)	443,211
Net cash provided by operating activities	(222,101)	118,841

23 ANALYSIS OF CASH AND CASH EQUIVALENTS

	2021	2020
	£	£
Cash in hand	616,162	730,849
Notice deposits (less than 3 months)	-	-
Overdraft facility (payable on demand)	-	-
Total	616,162	730,849

24 OPERATING LEASE COMMITMENTS

At 31 August 2021, the group had total future minimum commitments under non-cancellable operating leases as follows:

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Amounts due:				
Within one year	919	919	919	919
Within one to five years	230	1,072	230	1,072
	1,149	1,991	1,149	1,991

25 RESULTS OF THE CHARITY

	2021	2020
	£	£
Total income	555,738	266,988
Total expenditure	(463,461)	(614,947)
Net income / (expenditure) before gain / (loss) on investments	92,277	(347,959)
Net gain / (loss) on investments	52,045	(39,091)
Net income / (expenditure) for the year	144,322	(387,050)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2021**

26 PRIOR YEAR ADJUSTMENT

The financial statements have been restated as a result of SIG funds being reclassified from restricted to designated funds. We believe that this reclassification better reflects the nature and intention of these funds which have been generated through membership subscription fees and attendance at events; not donations to which donors have subscribed specific terms, or through legal process. The reclassification of funds has been made in consultation with the Charity Commission and has resulted in a decrease to the opening balances of restricted funds and an increase in unrestricted funds as at 1 September 2020.

	Charity		Group	
	Restricted funds as restated 2020	Unrestricted funds as restated 2020	Restricted funds as restated 2020	Unrestricted funds as restated 2020
Total funds as previously stated	597,541	297,668	597,541	284,528
Movement for reclassified SIG funds	(479,047)	479,047	(479,047)	479,047
Total funds as restated	118,494	776,715	118,494	763,575

27 FINANCIAL ASSETS AND LIABILITIES

	2021 £	2020 £
CHARITY:		
Financial assets measured at fair value through income and expenditure	814,322	922,071
GROUP:		
Financial assets measured at fair value through income and expenditure	873,550	989,505

Financial assets measured at fair value through income and expenditure comprise of listed fixed asset investments and cash at bank and in hand.

