

GROUP FOR EDUCATION IN MUSEUMS

England & Wales · Charity number 1090995

Details

Status	Registered
Legal form	Charitable company
Company number	04149246
Registered	2002-03-07
Register	View on the Charity Commission register

Contact

Address	Group for Education in Museums Admiral's Office (unit B7) Main Gate Road Chatham Historic Dockyard Chatham Kent
Phone	01634553620
Email	office@gem.org.uk
Website	www.gem.org.uk

Activities

Objects: a) to promote and advance education, especially museum and heritage education, for the public benefit in particular by the provision of training and sharing of resources in museum and heritage education.(b) to undertake promote or assist in promoting research into all aspects of museum and heritage education and to disseminate the useful result of such research for the benefit of the public.

Activities: GEM promotes social, community and personal development through accessible, relevant and enjoyable heritage learning. GEM advocates the benefits of heritage learning and supports heritage organisations in developing progressive and inclusive learning. GEM's conferences, training events, email forums, website and publications encourage best professional practice.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Arts/culture/heritage/science, Environment/conservation/heritage
- **Who:** The General Public/mankind

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£425,985	£348,203	-	-
2023-12-31	£409,268	£329,128	-	-
2022-12-31	£246,000	£238,000	-	-
2021-12-31	£238,497	£231,297	-	-
2020-12-31	£191,580	£170,985	-	-

Trustees

Name	Role	Appointed
CAROLINE MARCUS	Chair	2018-09-04
Andrew Edger		2024-12-16
Ashleigh Hibbins		2024-09-13
Ashley Almeida		2022-06-21
Benjamin James Pearce		2019-09-11
Frances Jeens		2024-09-25
Karin Molson		2023-06-21
Laura Hill		2020-12-09
Melany Rose		2024-09-13
Morgan Fail		2024-09-13
Shereen Hunte		2024-09-13

GROUP FOR EDUCATION IN MUSEUMS

England & Wales - Charity number 1090995

Accounts

Charity registration number 1090995 (England and Wales)

Company registration number 4149246

GROUP FOR EDUCATION IN MUSEUMS
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

GROUP FOR EDUCATION IN MUSEUMS

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	C Marcus	
	L Hill	
	B Pearce	
	A Almeida	
	K Molson	
	A Hibbins	(Appointed 13 September 2024)
	M Fail	(Appointed 13 September 2024)
	M Rose	(Appointed 13 September 2024)
	S Hunte	(Appointed 13 September 2024)
	F Jeens	(Appointed 25 September 2024)
	A Edger	(Appointed 16 December 2024)
Secretary	L Peek	
Charity number (England and Wales)	1090995	
Company number	4149246	
Registered office	Admiral's Office (B7) The Historic Dockyard Chatham Kent ME4 4TZ	
Independent examiner	Frances Wilde FCCA DChA Warner Wilde Chartered Certified Accountants 4 Marigold Drive Bisley Surrey GU24 9SF	
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4TA	

GROUP FOR EDUCATION IN MUSEUMS

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GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their annual report and financial statements for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Structure, governance and management

The charity is a company limited by guarantee.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

C Marcus	
K Moore	(Resigned 30 September 2024)
R Bruce	(Resigned 30 September 2024)
L Hill	
J Blay	(Resigned 21 March 2024)
S Cowie	(Resigned 30 September 2024)
M Macey	(Resigned 30 September 2024)
B Pearce	
A Almeida	
K Molson	
A Hibbins	(Appointed 13 September 2024)
M Fail	(Appointed 13 September 2024)
M Rose	(Appointed 13 September 2024)
S Hunte	(Appointed 13 September 2024)
F Jeens	(Appointed 25 September 2024)
A Edger	(Appointed 16 December 2024)

Recruitment and appointment of trustees

The Board of Trustees appoints new Trustees. Trustees are recommended to the Board by the Nominations Sub Committee. Trustees are either co-opted or elected and elected Trustees are agreed by the membership at the GEM AGM.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The Group for Education in Museums (GEM) is a membership organisation which supports everyone interested in learning across museums, heritage and cultural settings. GEM is a charity and a company limited by guarantee.

GEM is managed by a Board of Trustees according to its Memorandum and Articles of Association (incorporated on 29 January 2001, as amended on 11 Sep 2019 as amended on 21 Sep 2021 as amended on 08 Sep 2022

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

GEM Trustees' Report for the year ended 31 December 2024



GEM Case Study – Children and Young People in Museums

Image: Compton Verney, photographer Andrew Moore

GEM's Vision, Charitable Objects and Public Benefit

GEM's **vision** is of a connected and equipped community of people enabling learning across museum, heritage, and cultural settings, creating inspiring experiences, relevant for everyone; that promote equity, transform and enrich lives.

GEM delivers its vision through four strategic aims:

1. Driving and diversifying membership
2. Digital Development
3. Sustaining Strategic partnerships
4. Advocacy for museum and heritage learning

GEM fulfils its charitable purpose to promote and advance education, especially museum and heritage learning, for public benefit through these four aims. GEM carries out its objects through the provision of training and sharing of resources in museum and heritage education and also through promoting research into all aspects of museum and heritage

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

learning, disseminating the results of its findings to the sector which ultimately provides a positive benefit to the public.

In 2024, GEM made enormous impact, enabling museum, heritage and cultural learning practitioners with the opportunity to connect and learn together to improve and extend their work. GEM's values Belonging, Collaborating, Empowering, Connecting, Expertise and Generosity are evident in everything that GEM does. The strength of GEM membership and engagement in all aspects of GEM's services in 2024 demonstrated the extent that GEM is an essential sector support organisation that enables learning in museums, heritage and cultural settings throughout the UK.

GEM's Achievements and Impact in 2024



Image: GEM Conference, Bristol 2024

GEM's impact in 2024 was far reaching with strong membership numbers, record numbers of conference and training participants and high levels of satisfaction and knowledge gained. New areas of work supported by the Arts Council and Welsh Government enabled GEM to increase its capacity and reach as a much valued sector support organisation.

In 2024, GEM continued in its role as an Arts Council (ACE) National Portfolio as an Investment Principles Support Organisation (IPSO), providing a comprehensive programme of support for the sector. Achieving the IPSO funding and status was a significant achievement for GEM and GEM's success in this role demonstrates GEM's important and unique place within the cultural ecosystem of the UK and its contribution to the development of learning in museums and cultural organisations. In 2024, GEM strengthened relationships with key stakeholders in all four Nations, including Welsh Government and

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Museums Galleries Scotland, to create opportunities for museum learning across the breadth of the UK. GEM successfully delivered two major areas of work funded by the Welsh Government in 2024, supporting museums and cross sector organisations with the new curriculum and an in-depth programme embedding anti-racism in museum learning practice.

GEM has had a strong year, building its programme and reach and continuing to deliver excellent support to the museum sector. The organisation has stabilised financially and has worked to develop its board to support its ambitions, particularly in relation to growth.

Arts Council Annual Review 2024-5

Membership

In 2024 GEM increased its membership, growing the number of individual members and maintaining the number of Institutional members. Along with numbers of members, GEM increased membership income in 2024 by a small margin. Given the significant pressures on museums and the cost of living crisis, this is a very positive result, demonstrating the need for GEM and its importance and impact. At the end of 2024 there were 745 GEM members, 243 of which were Institutional members and 502 individual members, throughout the UK and beyond. GEM continued to achieve good levels of membership outside of England in 2024 with growing interest from museums and cultural organisations overseas (Northern Ireland – 14, Scotland – 52, Wales – 22, Overseas – 37).

Membership numbers at the end of 2024



These membership numbers show a continuing trend towards Individual membership, which is likely to be a reflection of budget pressures affecting museums and also the increasing number of freelancer practitioners joining GEM.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

I wanted to write and say a big thank you all for the amazing, enthusiastic work you do for the museum and heritage sector. Indeed, over the many years we have been GEM members (freelance suppliers), we have really benefitted from your informative newsletters, enjoyed the training and courses, networking with the learning and engagement community and also advertising our services through your membership. Our work in the sector has really been strengthened by your support and friendly advice.

GEM Member and Freelance Supplier

Area and Nation Reach

GEM Area and Nation Reps, supported members and the museum learning community in their areas through a dynamic programme of Nation and place-based events. 1,546 participants engaged with 33 events all over the UK representing a 28% increase in the number of participants compared with activity in 2023. GEM Cymru was very active, working on a 10-year strategy, providing valuable support for the funded programmes of work in Wales. GEM Italy continued its successful partnership with NEMO and ICOM and Area events focused on a range of topics including work experience and inclusive pathways, sensory learning, climate education, impact and advocacy. The Freelance members group continued to be very active with sessions focused on responding to briefs and active knowledge exchange via the freelance WhatsApp group.

GEM Cymru and the new Curriculum for Wales

As a result of the ongoing funding agreement with Welsh Government, GEM continued to support Welsh museums and cross sector organisations develop their learning services related to the Curriculum for Wales. GEM supported 8 projects through the Museum Learning Support Grant programme and the GEM Learning Mentor scheme supported 6 museums to develop their learning provision with the help of a heritage expert. Our cross-sector training package for 2024 included 7 online training programmes in areas such as developing digital / hybrid resources, creating loans boxes and how to use numeracy in heritage learning. An in depth impact report was completed which was well received by Welsh Government and has proved to be extremely effective in promoting the transformative changes in heritage learning in Wales. GEM shared the learning from GEM's work in Wales, focusing on museums and curriculum change, at the Council for Learning Outside the Classroom's annual conference in November 2024.

GEM continued to deliver a programme supporting museums with the Anti-Racist Wales Action Plan (ARWAP) through training sessions led by Dr Marian Gwyn, in depth support and the publication of 13 bilingual case studies.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Programmes and Events

GEM's focus is on enabling everyone involved in delivering learning with opportunities to connect and learn together. In 2024, 4,117 participants took part in GEM Training & events representing a 24% increase compared with 2023.



Satisfaction rates for GEM's activity in 2024 were very high with 90% of participants scoring training and events excellent or good and 94% stating their knowledge had increased - demonstrating the continued quality / impact of GEM's varied programme of online training courses and events.



GEM continued its role as an Arts Council IPSO (Investment Principles Support Organisation) in 2024 delivering an ambitious programme of 10 activities focused on the ACE Investment Principles – Ambition & Quality and Inclusivity & Relevance. These activities included the publication of in depth [museum research](#) looking at the current issues and opportunities faced by the museum learning sector and the launch of GEM's [career pathways toolkit](#). In 2024, GEM presented the research findings at the Museums & Heritage Show, also meeting attendees at the GEM stand and engaging in a networking event. GEM's achievements were recognised by being shortlisted for the 2024 Museums + Heritage Awards for sector impact.

In November GEM convened a place based conference online, working with museums in priority places with the support of ACE and the NLHF (National Lottery Heritage Fund). 211 people attended this event which featured case studies from Kent University, Medway and Kirklees.

GEM concluded its Reimagine Art Fund grant funded programme in 2024 which included an advanced leadership programme, EDI training and a special issue of [GEM Case Studies](#) focused on reimagining engagement in the museum and heritage learning sector.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

This session has widened my knowledge of different ways to engage people with learning about the climate crisis. This will definitely impact my work going forward.

GEM Training Participant

The Value of Learning - Annual Conference

GEM arranged its third hybrid conference in Bristol at MShed on 13-15 September, supported by Arts Council England and the Art Fund. The conference theme *The Value of Learning* was informed by the Arts Council's Dynamism Investment Principle.

The conference was attended by 490 delegates in total, 259 in-person, and 231 online. This was the highest ever attendance for a GEM Conference.

Over the course of three days, 66 activities were delivered, including keynote and members' presentations, panel discussions, workshops, site visits and fringe events. 91% of survey respondents defined the GEM Conference as excellent or good and 95% of delegates found the [2024 conference programme](#) excellent or good compared with 88% in 2023.

GEM awarded 26 bursaries including full and partial bursaries to support delegates from diverse backgrounds – a 44% increase in bursaries compared with 2023.

Keynote speakers included Professor David Olugosa OBE, Professor Turi King, John H. Falk, Sara Wajid MBE, Melissa Strauss, Sally Bacon OBE, David Anderson, Fadhili Maghiya and Dr Victoria Hollows.



Image GEM: Professor David Olusoga

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

It was an amazing Conference with excellent keynote speakers and presentations. The discussions and workshops were stimulating and interactive. The tours were awesome! The organisation of the conference was superb with brilliant atmosphere! I enjoyed it thoroughly.

Conference delegate 2024

Prof King and David Olusoga were sensational speakers that I felt very privileged to have heard from - they made me feel inspired and impressed the importance of delivering history well!

Conference delegate 2024

One to One Mentoring Programme



With the support of the Arts Council and Nimrod Capital, 68 mentees applied for mentoring partnerships through the One to One programme in 2024. In addition, 15 mentees were supported as part of GEM's Foundation Course.

GEM's partnership with NEMO (the Network of European Museum Organisations) continued enabling mentees from across Europe to participate in the programme. The benefit of mentoring across borders was recognised in the feedback from NEMO and in 2024 10 European mentees took part in the programme.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

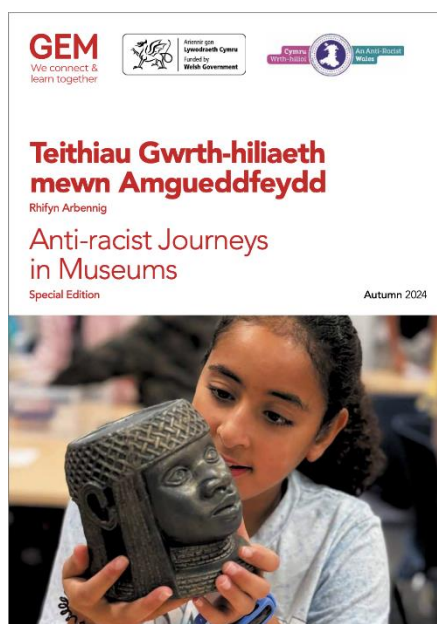
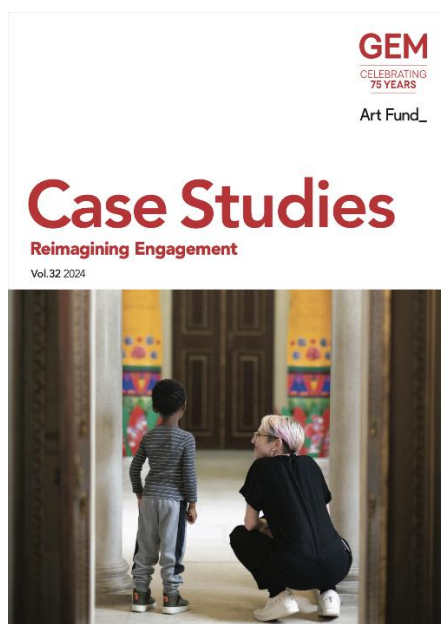
FOR THE YEAR ENDED 31 DECEMBER 2024

I love being a GEM mentor. It's a chance to give back to the sector by supporting inspiring mentees, while also gaining fresh perspectives and new insights myself. The clear structure makes it realistic to commit to—and the experience is always rewarding on both sides.

GEM Mentor

Publications

GEM produced two case study publications in 2024, both linked to funded programmes. Reimagining Engagement, supported by the Art Fund, was completed in the Spring and Anti-Racist Journeys in Museums edited by Dr Marian Gwyn was completed at the end of 2024.



Dr Dominique Bouchard and Dr Sadia Habib continued as the joint editors for the Journal for Education in Museums. GEM Journal 43 was circulated in 2024 and featured a range of articles focused on the future of museum learning including a contribution by Emily Nelson, Leeds Museums & Galleries focused on whole school improvement and a contribution by Sue Davies about the opportunities and challenges of the new Welsh Curriculum. Book reviews exploring contemporary museum learning titles were also included.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Digital Engagement



Image: Museum of Norwich

GEM continued to develop an extensive programme of online training in 2024 via its virtual learning platform Teachable, delivering ten online courses and a wide variety of events. Over 4000 participants engaged in GEM's training programme which focused on a wide range of topics including safeguarding, SEND in museums, anti-racism, the Welsh curriculum, mental health and sustainable partnerships. GEM developed new partnerships and sustained existing relationships to deliver training in collaboration with NLHF, Museum Development, Engage, Artsworld and Culture Health & Wellbeing Alliance (CHWA).

GEM delivered two online leadership programmes in 2024: Emerging Leaders supported by Arts Council and Rising Leaders for more experienced practitioners supported by the Art Fund. 100% of the Emerging Leaders participants said they would make changes because of the course and in all GEM courses the online delivery and use of virtual platform for resources scored excellent or good consistently for over 75% of participants.

GEM continued to strengthen its digital presence in 2024, engaging 8,200 followers on LinkedIn (more than double the number of followers in 2023), 1,946 on Facebook and 1,587 on Instagram by the end of 2024. The website attracted an average of 9,450 monthly visitors.

Sustaining Strategic Partnerships

GEM continued to strengthen key strategic partnerships in 2024, working closely with CHWA (Culture, Health and Wellbeing Alliance) on the delivery of a new programme focused on embedding & sustaining health and wellbeing work in museums. GEM also contributed

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

to the development and delivery of The Sensational Museum AHRC funded project as a key partner.

GEM continued to work with Engage throughout the year, and GEM team attended the Museums Association Conference in Leeds, delivering a successful event for 30 delegates at the Discovery Centre.

GEM worked in partnership to promote the Museum & Heritage Show Learning Award and the Sandford Award for Heritage Education to the museum learning community.

GEM's work across the four nations grew in 2024 with positive collaborations with Museums Galleries Scotland, Northern Ireland Museums Council, and substantial partnership work with the Welsh Government through grant funding to support museums focused on the new curriculum for Wales and the Anti-Racist Wales Action Plan (ARWAP).

GEM's relationship with the Art Fund continued to grow with support for GEM Conference in Bristol and the successful completion of GEM's Reimagine funded project. At the end of 2024 GEM was approached by the Worshipful Company of Art Scholars to deliver a new small grants programme which aims to enrich the cultural lives of pupils in both primary and secondary schools by enabling them to experience at first hand works of fine and decorative arts.

In November GEM Director delivered a workshop at the NEMO conference in Sibiu Romania focused on democratising museums and creating inclusive learning for all. This workshop helped to strengthen GEM's connections within museums in Europe.

Advocacy for Museum & Heritage Learning

Advocacy for museum and heritage learning is a key focus for GEM, linking to its charitable objects to promote and advance museum and heritage education, and produce, promote, and disseminate research in education for the public benefit.

GEM continued to support the cultural and learning sector inspiring positive change and anticipating / responding to the needs of the museum learning community. The 2024 Museum Research was disseminated extensively, providing insights into the state of the sector and a framework for future support.

Public Investment

With the support of Arts Council England, Nimrod Capital, Art Fund and good levels of earned income, GEM's financial situation was very positive in 2024. GEM increased overall turnover due to funding from the Arts Council and Welsh Government. Good levels of earned income from membership, job advertising and training provides an indicator of sector need for GEM as well as GEM's longer-term resilience, sustainability and profitability in line with the ambitions of the business plan.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Financial Review

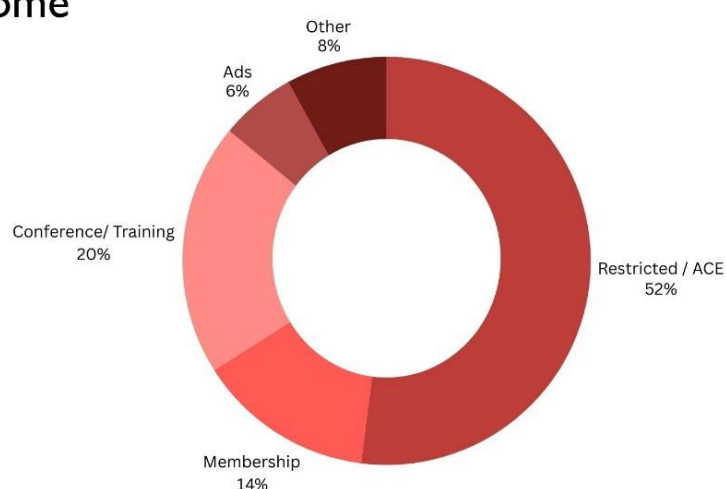
GEM maintained its stable financial position in 2024. Its total income continued to grow in a balanced manner in 2024 with funding from the Arts Council, other grants / donations and restricted funds accounting for 52% of GEM's income alongside its regular sources of earned income. In particular GEM was able to exceed its earned income budget plans relating to membership, training, conference and job advertising. In 2024 its total expenditure increased by the same amount as its income and as a result the 2024 GEM total positive net movement in funds of £79,364 was broadly in line with its 2023 positive net movement in funds of £81,347.

Reserves policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between four and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities, and adequately support its membership, while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

The charity's unrestricted reserves at 31 December 2024, that have not been designated for a specific use were £236,720. Restricted reserves were -£1,197. Funding was received after the year end to clear the deficit. One funder makes funds available once expenditure has been incurred. A designated fund of £70,000 has been specified for use in developing hybrid delivery training and other strategic projects. (Note 19)

Income

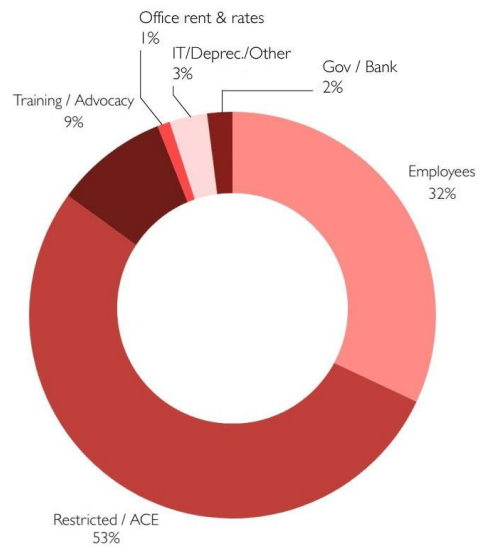


GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Expenditure



GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Looking forward to 2025



Image: Kids in Museums Takeover Day at Chatsworth

In 2025, GEM will focus on delivering its four key strategic aims (driving and diversifying membership, digital development, sustaining strategic partnerships and advocacy for museum and heritage learning). GEM will continue to deliver on the ambitions set out in our application to the Arts Council and deliver the projects funded by Welsh Government to support museums in Wales.

GEM's focus includes the following key areas:

- Successful delivery of GEM's IPSO programme
- Dissemination of GEM's Museum Research and completion of new research including a focus on children and young people's informal engagement with museums and education other than at school
- Publication of current research and new perspectives in the Journal of Education in Museums (JEM)
- Continuation of the One-to-One Mentoring Programme with an increased focus on engaging underrepresented groups as both mentors and mentees
- Delivery of an impactful conference in Leeds focused on sustaining practice and environmental responsibility
- Support for freelancers / practitioners who are under-represented in the workforce and developing initiatives to encourage workforce diversity

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

- Development of programmes to embed health and wellbeing and successful completion of the Working Together programme in partnership with CHWA (Culture, Health & Wellbeing Alliance) and partnership working with The Sensational Museum project
- Continued development of programmes supporting museums in Wales
- Focus on developing and strengthening strategic partnerships
- Advocacy for museum learning, responding to consultations and raising the profile of cultural education for all



Supported using public funding by
**ARTS COUNCIL
ENGLAND**

Art Fund_



Network of European
Museum Organisations



Ariennir gan
Lywodraeth Cymru
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Welsh Government

NIMROD CAPITAL

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 DECEMBER 2024*

The trustees' report was approved by the Board of Trustees.



.....
C Marcus

Trustee

Date: 27 July 2025
.....

GROUP FOR EDUCATION IN MUSEUMS

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF GROUP FOR EDUCATION IN MUSEUMS

I report to the trustees on my examination of the financial statements of Group for Education in Museums (the charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Linda Dunford FCCA CTA

Warner Wilde
Chartered Certified Accountants
4 Marigold Drive
Bisley
Surrey
GU24 9SF
Date: 30 July 2025

GROUP FOR EDUCATION IN MUSEUMS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	3	249,497	86,388	335,885	204,970	67,131	272,101
Charitable activities	4	170,716	6,500	177,216	133,805	500	134,305
Investments	5	5,772	-	5,772	2,862	-	2,862
Total income		425,985	92,888	518,873	341,637	67,631	409,268
Expenditure on:							
Charitable activities	6	348,203	91,306	439,509	251,318	77,810	329,128
Total expenditure		348,203	91,306	439,509	251,318	77,810	329,128
Net gains/(losses) on investments	11	-	-	-	1,207	-	1,207
Net income		77,782	1,582	79,364	91,526	(10,179)	81,347
Transfers between funds		(55)	55	-	(288)	288	-
Net movement in funds	8	77,727	1,637	79,364	91,238	(9,891)	81,347
Reconciliation of funds:							
Fund balances at 1 January 2024		228,993	(2,834)	226,159	137,755	7,057	144,812
Fund balances at 31 December 2024		306,720	(1,197)	305,523	228,993	(2,834)	226,159

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

GROUP FOR EDUCATION IN MUSEUMS

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	13		1,178		1,645
Current assets					
Debtors	14	11,649		11,372	
Cash at bank and in hand		311,094		223,447	
		322,743		234,819	
Creditors: amounts falling due within one year	15	(18,398)		(10,305)	
Net current assets			304,345		224,514
Total assets less current liabilities			305,523		226,159
The funds of the charity					
Restricted income funds	18	(1,197)		(2,834)	
Unrestricted funds	19	306,720		228,993	
		305,523		226,159	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on 10 June 2025



C Marcus
Trustee

Company registration number 4149246 (England and Wales)

GROUP FOR EDUCATION IN MUSEUMS

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from operations	22		81,875		75,119
Investing activities					
Purchase of tangible fixed assets		-		(1,868)	
Proceeds from disposal of investments		-		49,702	
Investment income received		5,772		2,862	
Net cash generated from investing activities			5,772		50,696
Net cash generated from financing activities			-		-
Net increase in cash and cash equivalents			87,647		125,815
Cash and cash equivalents at beginning of year			223,447		97,632
Cash and cash equivalents at end of year			311,094		223,447

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

Group for Education in Museums is a private company limited by guarantee incorporated in England and Wales. The registered office is Admiral's Office (B7), The Historic Dockyard, Chatham, Kent, ME4 4TZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives. This fund may be held in order to finance both capital investment and working capital.

The policy in respect of the unrestricted designated fund is that the surplus from the annual conference, training days and other seminars will be available to fund such events in the future and will not be used for any other purpose.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements. It is the policy of the Board of Trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Grants received and specified by the donor as relating to specific accounting periods are deferred on an accrual's basis to the period to which they relate. Such deferrals are shown as creditors in the accounts.

Membership subscriptions are recognised as received and released over the period to which they relate. The unexpired portion of members' subscriptions received at the balance sheet date is carried forward as deferred income.

Consultancy service income is recognised when the services are performed in accordance with the terms of the contract. GEM only undertakes consultancy contracts which are relevant to its charitable objects and will not adversely affect the delivery of its core activities.

Income from investments is included in the year in which it is receivable.

1.5 Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates. Expenditure incurred at the balance sheet date that relates to events taking place after the balance sheet date is carried forward as deferred expenditure.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs are those costs incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements. In respect of certain items of expenditure, it is a matter of judgement as to whether such items are direct charitable expenditure or are administrative, and the Trustees have applied what they consider reasonable judgements in apportioning such costs.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings and equipment	25% straight line
----------------------------------	-------------------

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Expenditure of a capital nature of less than £200 is not capitalised.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies (Continued)

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Grants	170,000	86,388	256,388	127,500	67,131	194,631
Membership fees	79,497	-	79,497	77,470	-	77,470
	<u>249,497</u>	<u>86,388</u>	<u>335,885</u>	<u>204,970</u>	<u>67,131</u>	<u>272,101</u>
Grants						
Art Fund	-	1,510	1,510	-	13,590	13,590
Welsh Government Projects	-	84,878	84,878	-	53,541	53,541
Arts Council England	170,000	-	170,000	127,500	-	127,500
	<u>170,000</u>	<u>86,388</u>	<u>256,388</u>	<u>127,500</u>	<u>67,131</u>	<u>194,631</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

4 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Charitable activities						
Sales within charitable activities	91,007	-	91,007	66,184	-	66,184
Services provided under contract	52,485	-	52,485	53,486	-	53,486
Ancillary trading income	2,849	-	2,849	1,633	-	1,633
Other income	24,375	6,500	30,875	12,502	500	13,002
	<u>170,716</u>	<u>6,500</u>	<u>177,216</u>	<u>133,805</u>	<u>500</u>	<u>134,305</u>

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	<u>5,772</u>	<u>2,862</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

6 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Staff costs	149,042	123,483
Depreciation and impairment	467	223
Conference and course costs	113,173	49,653
Publication costs	9,344	4,125
Rent and rates	4,950	4,819
Bank and credit card charges	3,240	1,913
IT, office and sundry costs	10,160	12,007
Project expenses (Excl. salaries)	128,032	122,921
Area events	1,357	2,889
Subcontract labour	1,147	-
	<u>420,912</u>	<u>322,033</u>
Share of support and governance costs (see note 7)		
Support	10,220	1,460
Governance	8,377	5,635
	<u>439,509</u>	<u>329,128</u>
Analysis by fund		
Unrestricted funds	348,203	251,318
Restricted funds	91,306	77,810
	<u>439,509</u>	<u>329,128</u>

7 Support costs allocated to activities

	2024 £	2023 £
Accountancy	10,220	1,460
Governance costs	8,377	5,635
	<u>18,597</u>	<u>7,095</u>
Analysed between:		
Charitable activities	<u>18,597</u>	<u>7,095</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

8	Net movement in funds	2024	2023
		£	£
	The net movement in funds is stated after charging/(crediting):		
	Fees payable for the independent examination of the charity's financial statements	1,549	1,488
	Depreciation of owned tangible fixed assets	467	223
		<u> </u>	<u> </u>

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

No trustees received reimbursement of expenses (2023: None). One trustee received payment for the provision of a training course, disclosed in Note 21).

10 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
	4	4
	<u> </u>	<u> </u>

Employment costs	2024	2023
	£	£
Wages and salaries	137,682	114,405
Social security costs	7,038	6,081
Other pension costs	4,322	2,997
	<u> </u>	<u> </u>
	149,042	123,483
	<u> </u>	<u> </u>

The charity employs 4 (2023:4) part time staff. This equates to 3 (2023: 3) full time staff.

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2024	2023
	£	£
Aggregate compensation	52,311	51,742
	<u> </u>	<u> </u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

11 Gains and losses on investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Gains/(losses) arising on:		
Revaluation of investments	-	1,207

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Fixtures, fittings and equipment £
Cost	
At 1 January 2024	8,419
At 31 December 2024	8,419
Depreciation and impairment	
At 1 January 2024	6,774
Depreciation charged in the year	467
At 31 December 2024	7,241
Carrying amount	
At 31 December 2024	1,178
At 31 December 2023	1,645

14 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	11,649	11,372

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

15 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		-	2,632
Deferred income	16	10,945	2,870
Trade creditors		3,560	1,841
Other creditors		2,357	674
Accruals		1,536	2,288
		<u>18,398</u>	<u>10,305</u>

16 Deferred income

	2024 £	2023 £
Other deferred income	<u>10,945</u>	<u>2,870</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	<u>10,945</u>	<u>2,870</u>
Movements in the year:		
Deferred income at 1 January 2024	2,870	9,904
Released from previous periods	(2,870)	(9,904)
Resources deferred in the year	<u>10,945</u>	<u>2,870</u>
Deferred income at 31 December 2024	<u>10,945</u>	<u>2,870</u>

17 Retirement benefit schemes

	2024 £	2023 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>4,322</u>	<u>2,997</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
Ashley Foundation	409	-	-	-	409
Welsh Government - Part 1	(9,313)	69,446	(58,989)	-	1,144
Welsh Government - Part 2	(862)	4,973	(6,453)	-	(2,342)
Art Fund	6,941	1,510	(8,506)	55	-
Anti-Racism Wales	(9)	10,959	(17,358)	-	(6,408)
CHWA	-	6,000	-	-	6,000
	<u>(2,834)</u>	<u>92,888</u>	<u>(91,306)</u>	<u>55</u>	<u>(1,197)</u>

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
Welsh Government - Curriculum	(288)	-	-	288	-
Linbury - 2022 funding	113	-	(113)	-	-
Ashley Foundation	8,900	-	(8,491)	-	409
Welsh Government - Part 1	(2,935)	25,969	(32,347)	-	(9,313)
Welsh Government - Part 2	(1,325)	8,185	(7,722)	-	(862)
Area Convenors	2,592	-	(2,592)	-	-
Art Fund	-	13,590	(6,649)	-	6,941
Anti-Racism Wales	-	19,887	(19,896)	-	(9)
	<u>7,057</u>	<u>67,631</u>	<u>(77,810)</u>	<u>288</u>	<u>(2,834)</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

18 Restricted funds

(Continued)

Ashley Foundation:	Exploring Cynefin through Creative expression for young people
Welsh Government Part 1:	Welsh curriculum consultation & training programme in museums
Welsh Government Part 2:	Welsh curriculum consultation & training programme in museums
Art Fund:	For programme of activity that aims to re imagine museum learning engagement with a focus on equalities and diversity training, leadership training and case studies.
Anti-Racism Wales:	A 3-year grant programme that aims, through training and action learning to support museums in Wales to become actively anti racist in line with Welsh Government policy.
CHWA	A 2 year project Working Together supported by the NHLF focussed on health & wellbeing work in museums.
The Welsh Government and Anti-Racism Wales funds in deficit are cleared by receipts in the following financial year.	

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2024
	£	£	£	£	£	£
Designated funds	150,599	-	-	(80,599)	-	70,000
General funds	78,394	425,985	(348,203)	80,544	-	236,720
	<u>228,993</u>	<u>425,985</u>	<u>(348,203)</u>	<u>(55)</u>	<u>-</u>	<u>306,720</u>
Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2023
	£	£	£	£	£	£
Designated funds	88,112	-	-	62,487	-	150,599
General funds	49,643	341,637	(251,318)	(62,775)	1,207	78,394
	<u>137,755</u>	<u>341,637</u>	<u>(251,318)</u>	<u>(288)</u>	<u>1,207</u>	<u>228,993</u>

The designated fund is for use in developing hybrid delivery training and other strategic projects.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

20 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Tangible assets	1,178	-	1,178
Current assets/(liabilities)	305,542	(1,197)	304,345
	<u>306,720</u>	<u>(1,197)</u>	<u>305,523</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Tangible assets	1,645	-	1,645
Current assets/(liabilities)	227,348	(2,834)	224,514
	<u>228,993</u>	<u>(2,834)</u>	<u>226,159</u>

21 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

One trustee received £1,800 for the provision of a training course (2023: Nil).

22 Cash generated from operations	2024 £	2023 £
Surplus for the year	79,364	81,347
Adjustments for:		
Investment income recognised in statement of financial activities	(5,772)	(2,862)
Fair value gains and losses on investments	-	(1,207)
Depreciation and impairment of tangible fixed assets	467	223
Movements in working capital:		
(Increase)/decrease in debtors	(277)	3,551
Increase in creditors	18	1,101
Increase/(decrease) in deferred income	8,075	(7,034)
Cash generated from operations	<u>81,875</u>	<u>75,119</u>

Accounts

Charity registration number 1090995

Company registration number 4149246 (England and Wales)

GROUP FOR EDUCATION IN MUSEUMS
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

GROUP FOR EDUCATION IN MUSEUMS

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	C Marcus K Moore R Bruce L Hill S Cowie M Macey B Pearce A Almeida K Molson	(Appointed 21 June 2023)
Secretary	L Peek	
Charity number	1090995	
Company number	4149246	
Registered office	Admiral's Office (B7) The Historic Dockyard Chatham Kent ME4 4TZ	
Independent examiner	Frances Wilde FCCA DChA Warner Wilde Chartered Certified Accountants 4 Marigold Drive Bisley Surrey GU24 9SF	
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4TA	

GROUP FOR EDUCATION IN MUSEUMS

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Notes to the financial statements	23 - 37

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees present their annual report and financial statements for the year ended 31 December 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Structure, governance and management

The charity is a company limited by guarantee.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

C Marcus

K Moore

R Bruce

L Hill

J Blay

(Resigned 21 March 2024)

S Cowie

M Macey

B Pearce

H Sweetapple

(Resigned 30 June 2023)

A Almeida

K Molson

(Appointed 21 June 2023)

Recruitment and appointment of trustees

The Board of Trustees appoints new Trustees. Trustees are recommended to the Board by the Nominations Sub Committee. Trustees are either co-opted or elected and elected Trustees are agreed by the membership at the GEM AGM.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The Group for Education in Museums (GEM) is a membership organisation which supports everyone interested in learning across museums, heritage and cultural settings. GEM is a charity and a company limited by guarantee.

GEM is managed by a Board of Trustees according to its Memorandum and Articles of Association (incorporated on 29 January 2001, as amended on 11 Sep 2019 as amended on 21 Sep 2021 as amended on 08 Sep 2022

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023



Chair's Statement

In 2023, GEM began its role as an Arts Council Investment Principles Support Organisation (IPSO) demonstrating its important role as a sector support organisation, enabling museum learning colleagues to connect and learn together, to thrive and develop new skills across the UK.

GEM made significant progress with regards to its five strategic priorities in 2023 and I will briefly outline GEM's performance:

Driving and diversifying membership

I'm pleased to report that GEM's membership remained stable. At the end of 2023, there were 730 GEM members, 243 of which were Institutional members and 487 Individual members, throughout the UK and beyond. GEM members reflect the breadth of museums, heritage and cultural institutions of all scales throughout the UK and beyond. We were particularly pleased to see an increase in membership from organisations and individuals in Wales, Scotland and Northern Ireland (88 members). Our freelance network continues to grow, strengthened by targeted support.

Empowering our community

In April 2023, GEM became an Arts Council Investment Principles Support Organisation focused on supporting the sector with two of the key principles – Ambition & Quality and Inclusivity & Relevance. We are delighted to be part of the National Portfolio and the opportunities that this has afforded.

We are also incredibly grateful to the Linbury Trust and Nimrod Capital for their generous contributions towards GEM's core work, enabling us to further develop the One-to-One mentoring programme. 90 mentees were supported during the year with alignment to the GEM Core Competency Framework. We were also delighted that our partnership with NEMO (Network of European Museum Organisations) continues this year with 10 mentees being supported from across Europe.

GEM's online training welcomed over 2000 participants through a wide range of courses and events to meet the needs of the museum learning community. Satisfaction rates were

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

very high and 91% of participants responding stated that GEM's provision was excellent or good value for money, demonstrating the impact of GEM's high-quality provision.

In addition to its digital programming, GEM took part in several in person events, including the Museums & Heritage Show, Museums Association Conference.

In September, we held GEM's second hybrid conference at the Historic Dockyard in Chatham supported by Arts Council, Art Fund and the Baring Foundation. This successful event was attended by 500 participants. We were delighted that Emmie Kell (Arts Council), David Cutler (Baring Foundation), Sam Allen (Creative Arts Social), Paul Cowell (Medway Council) and Gary Younge were able to join us and provide keynotes.

Over 1200 participants took part in GEM Area and Nation events during 2023, and GEM also supported colleagues internationally through our ongoing partnership with NEMO and ReReeti Revitalising Museums in India, as well as through our training provision which increasingly is being accessed by colleagues beyond the UK.

GEM produced three publications in 2023, the Journal for Education in Museums edited by our wonderful new editors' Dr Dominique Bouchard and Dr Sadia Habib. Our three GEM Case Studies focused on Hybrid Learning, Social Impact, and a special bilingual edition featuring Welsh Curriculum related case studies.

Realising the Digital Dividend

GEM expanded its online training offer introducing 7 new courses, utilising a virtual learning platform, and developing new courses to meet the needs of the museum and heritage learning community. GEM delivered training events throughout the year focused on a range of topics including mental health, safeguarding, health & wellbeing, sensory experiences, anti-racism alongside practical sessions looking at 3D printing. GEM delivered programmes in partnership with Museum Development GEM and helped to promote the Museum & Heritage Show Learning Award and the Sandford Award for Heritage Education to the museum learning community. During 2023, GEM's digital learning engagement increased by 50% compared with 2022.

Building strategic partnerships for a sustainable future

2023 provided an opportunity for GEM to further develop its partnership work. Significant collaborations with organisations including the Arts Council, Art Fund, Welsh Government, Culture Health & Wellbeing Alliance, Museums Association, Engage, Clore Duffield Foundation, and NEMO enabled GEM to reach a wider audience, demonstrating a joined up strategic approach. We continued to work collaboratively across the four Nations and internationally, expanding GEM's contacts and presence as both a UK and global network. In Wales, working with GEM Cymru and the Welsh Government, we delivered an ambitious programme supporting museums and cross sector organisations with the introduction of

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

the new Curriculum for Wales and the delivery of ARWAP – the anti-racist Wales action plan.

Sustainable profitable business planning

With the support of the Arts Council, Welsh Government, the Linbury Trust, Nimrod Capital, Art Fund, Baring Foundation and good levels of earned income, GEM's finances performed well in 2023, increasing overall turnover due to project funding from the Arts Council, Welsh Government and Art Fund. Improved income from job advertising and training provides a positive indicator of the need for GEM and its services as well as GEM's longer-term resilience in line with the ambitions of our business plan.

We are delighted to see GEM thrive and grow during 2023. GEM is a unique community in which we connect and learn **together** - it is this sense of community that continues to galvanise the learning sector to support each other and to remain resilient. Participation from members has helped GEM develop as a valuable sector support organisation, enabling us to share practice and support each other for the public benefit. This is not possible without the collaboration of many, whom I wish to thank.

Thank you to our members across the four Nations and beyond for your support and commitment to sharing resources, best practice and ideas with enthusiasm and generosity. We are particularly grateful to the GEM Area and Nation representatives and our other volunteers who give up so much of their time and expertise to support GEM. Thank you to the organisations who work collaboratively with GEM for the benefit of the museum and heritage learning sector.

My thanks to the GEM Trustees for all their support and guidance in 2023 including our new Trustee Ashley Almeida. On behalf of the Board thank you to the GEM Team for all their hard work (Rachel Tranter, Sara Wallington, Katya Provornaya, Zoe Ridgway and Tali Krikler) ensuring that GEM continues to support the sector and share excellent practice for the public benefit.



Caroline Marcus, Chair

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023



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GEM's Vision & Charitable Objects

GEM's **vision** is of a connected and equipped community of people enabling learning across museum, heritage, and cultural settings, creating inspiring experiences, relevant for everyone; that promote equality, transform, and enrich lives.

GEM's **values** are Belonging, Collaborating, Empowering, Connecting, Expertise and Generosity

GEM's **tagline** is "GEM – we connect and learn together"

GEM delivers its vision through five strategic aims:

1. Driving and diversifying membership
2. Empowering our community
3. Realising the Digital Dividend
4. Building strategic partnerships for a sustainable future
5. Sustainable profitable business planning

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Through these aims, GEM fulfils its charitable objects to promote and advance education, especially museum and heritage education, for public benefit. GEM carries out this object by the provision of training and through sharing of resources in museum and heritage education and also through promoting research into all aspects of museum and heritage education, disseminating the results of its findings for the benefit of the public.

GEM's Achievements and Impact in 2023



© GEM

"It is a brilliant support network, has excellent resources and is a very proactive and approachable organisation. You feel like true colleagues with the office staff and other members."
GEM Membership Survey 2023

GEM is a professional network organisation, focused on supporting everyone delivering learning in museums, heritage, and cultural settings. GEM provides training and professional development opportunities, 1-1 support, an annual conference and regular events, dedicated representatives across all four Nations of the UK, publications and digital resources, support for sector recruitment, as well as leading conversations and advocacy about practice and the development of learning.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

GEM's mission is to support and empower its community of colleagues to connect and develop their knowledge and skills to deliver learning.

GEM celebrated its 75th anniversary in 2023, inviting members present and past to share their stories in a celebration of museum learning through the decades in a dynamic web based archive. This significant anniversary was officially marked at GEM Conference in September with the launch of [GEM75](#).

In April 2023, GEM joined the Arts Council National Portfolio as an Investment Principles Support Organisation (IPSO). In this first year, GEM commenced a comprehensive programme of support for the sector focusing on with two of the Arts Council Investment Principles – Ambition & Quality and Inclusivity and Relevance. Achieving the IPSO funding and status was a significant achievement for GEM and this new role recognises GEM's important and unique place within the cultural ecosystem of the UK and its contribution to the development of museums and cultural organisations.

GEM delivered extensive activities supported by the Welsh Government in 2023 with two programmes supporting museums and cross sector organisations with the introduction of the new curriculum and an in-depth programme embedding anti-racism in museum learning practice.

In June 2023, GEM Director Rachel Tranter was recognised in the King's first Birthday Honours with an MBE for services to museums, heritage and the arts. The award ceremony took place in November, shining a light on GEM and its charitable work.

1. Driving & Diversifying Membership

GEM has successfully maintained its membership over the last few years, which given the pressures on museums and practitioners arising from cost of living and pandemic impacts, demonstrates the continued need and support for GEM from the museum learning sector. At the end of 2023 there were 730 GEM members, 243 of which were Institutional members and 487 individual members, throughout the UK and beyond. The membership numbers reflect a slight decline in Institutional membership and an increase in Individual membership, which is probably a reflection of budget pressures affecting museums.

The GEM Survey 2023 showed excellent levels of satisfaction, demonstrating a marked improvement from previous years. Respondents stated that GEM membership was good value for money, with an increase from 69% in 2021/22 to 82% in the 2023 survey.

"The quality of training, resources and access to networks demonstrates excellent value for money."

GEM Survey 2023

GEM continued to perform well in terms of numbers membership outside of England in 2023 with 88 members in Scotland, Wales and Northern Ireland and 37 overseas members.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

2,317 colleagues engaged with the GEM Jiscmail online discussion group, contributing to GEM's vibrant community of learning practitioners. GEM's reach into the wider sector continues to grow with a large percentage of sign-ups in 2023 from the broader heritage and cultural sector, reflecting the diversity of GEM membership and its reach.

Membership numbers at the end of 2023



Working across the four Nations and beyond

GEM Area and Nation Reps, supported members and the museum learning community in their local areas through a dynamic programme of place-based events. 1,202 participants engaged with 29 events all over the UK which focused on a range of themes including SEND inclusion, environmental sustainability, early years and trauma informed practice. GEM Italy successfully hosted webinars for large Italian speaking audiences online in partnership with NEMO and ICOM with a focus on evaluation. The GEM Freelance network continued to thrive, supporting freelancers across the sector through an active WhatsApp forum and online tea talks focusing on skills development such as funding and building partnerships. The GEM team continued to strengthen the Area Reps team and during 2023 there was a 43% increase in the number of Area reps, with 18% of them being from Levelling Up for Culture Places. Regular meetings and training sessions for the area reps continue, with reps being included in research, supporting the IPSO programme and having the opportunity to contribute to and present at Conference and GEM's wider work.

GEM Cymru and the new Curriculum for Wales

In June 2023, GEM successfully applied for and was awarded a total of £100,000 over two years by the Welsh Government for projects which will support museums and cross sector organisations develop their learning services related to the Curriculum for Wales. The projects include a Museum Learning Support Grant funding programme, a new GEM Learning Mentor scheme and the development of a cross-sector training package to support heritage learning providers across Wales take advantage of the opportunity that the new curriculum presents. As part of this funding agreement, GEM will undertake research leading to an in-depth impact report for Welsh Government into the effectiveness of GEM's

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

work in Wales and how the new curriculum is influencing heritage learning services in Wales.

GEM continued to deliver a programme supporting museums with the Anti-Racist Wales Action Plan (ARWAP) through action learning sets and training sessions led by Dr Marian Gwyn. GEM participated in a special event at the Senedd in Cardiff on the 19th October. The event focused on celebrating the contribution of museums to cultural rights, anti-racism and wellbeing in Wales. GEM's work was highlighted in speeches and GEM Cymru interacted with delegates.



© National Museums Wales

2. Empowering Our Community

GEM's focus is on enabling everyone involved in delivering learning with opportunities to connect and learn together. Empowering our community is a key focus of GEM's charitable objects to promote and advance museum and heritage education, and produce, promote, and disseminate research in education for the public benefit.

Satisfaction rates for GEM's activity in 2023 were very high with conference and training surveys scored 91% good or excellent - demonstrating the quality of GEM's provision. In the GEM Survey 2023 91% of respondents stated that GEM supports the cultural and learning sector, 91% agreed that GEM has a thorough understanding of the learning and education sectors needs and 89% stated that GEM supports and inspires positive change.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

In April 2023 GEM began its new role as an Arts Council IPSO (Investment Principles Support Organisation). GEM embarked on an ambitious programme of 10 activities focusing on supporting the sector with two of the Arts Council Investment Principles – Ambition & Quality and Inclusivity & Relevance. The activities included in-depth research looking at museum learning led by Freelance Consultant, Kara Wescombe Blackman. In 2023, GEM undertook extensive consultation through the GEM Survey, focus groups and face-to-face conference consultation to feed into this research. The research is available online and has been widely disseminated. Other activities focused on engaging with museums in the Levelling Up for Culture Places and career pathways.

Alongside support from the Arts Council, the Linbury Trust and Nimrod Capital continued to support GEM's mentoring programme and online training for the first quarter of 2023.

Following confirmation at the end of November 2022, GEM began to deliver a Reimagine Art Fund grant funded programme in 2023 which included action learning sets, EDI training and a special issue of [GEM Case Studies](#) focused on reimagining engagement in the museum and heritage learning sector.

One to One Mentoring Programme



© GEM

With the support of the Linbury Trust (Spring Round), Nimrod Capital and Arts Council England (Autumn Round) 90 mentoring partnerships were created through the One to One programme in 2023. Mentees rated the mentoring programme impact as very good 4.5 out of 5 and the vast majority 9 out of 10 partnerships were completed.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

"The GEM One-To-One Mentoring programme was one of the most meaningful experiences at the start of my career as a museum professional."

"I would say it was a very positive experience. It was wonderful to talk to someone who works in the same area that can give advice and recommend where to find information and inspiration. Being mentored by someone outside your organisation, means a fresh perspective and new areas of experience to discuss."

2023 Mentees

GEM's partnership with NEMO (the Network of European Museum Organisations) became established enabling mentees from across Europe to participate in the programme. The benefit of mentoring across borders was recognised in the feedback from the NEMO mentees & the GEM Mentors and 10 European mentees took part in 2023.

"I personally got a lot out of the conversations as my mentee was bringing a new perspective as someone coming to the UK to study and I think that meant she had a lot of curiosity and energy, but she also brought some fascinating experiences and perspectives from her own background which I appreciated her sharing."

GEM Mentor

Training, Events & GEM Conference



© GEM

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

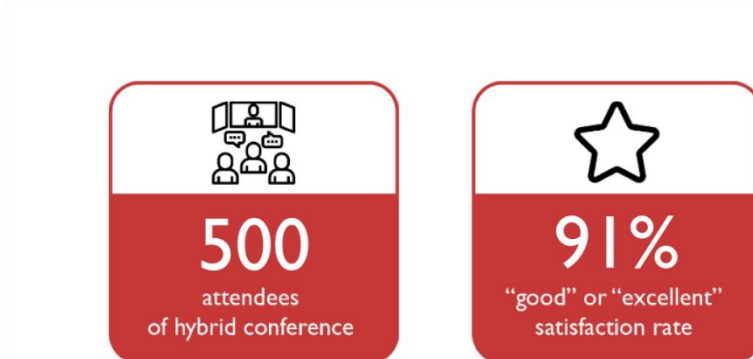
In 2023, GEM focused on developing a varied programme of online training courses and events. In May GEM took part in the Museums & Heritage Show at Olympia, meeting with attendees at the GEM stand and engaging in a networking event. GEM presented a talk about creating sustainable community partnerships featuring Richard O'Neill and Dr Sadia Habib.

GEM arranged its second hybrid conference in Chatham at the Historic Dockyard on 13-15 September, supported by Arts Council England, Art Fund and the Baring Foundation. The conference theme *Ambitious for Learning: Inclusive and Relevant Programmes for All* – was informed by two of the Arts Council's Investment Principles that GEM is focusing on as an IPSO.

The conference was attended by 180 in-person, and 320 online delegates. Over the course of three days, 59 activities were delivered, including keynote and members' presentations, panel discussions, workshops, site visits and fringe events. 91% of in-person and 91% of online survey respondents defined the GEM Conference as "excellent" or "good" demonstrating significant improvement for online attendees which included an app from GEM's first hybrid conference in 2022.

All GEM conferences I've been to have been great but this I thought was the best!

GEM Conference Survey 2023



Keynote speakers included Paul Barnard, Gary Younge, Emmie Kell, Sam Allen, Sam Cairns, Paul Cowell, David Cutler, Professor Richard Sandell, E-J Scott and Dr Bernadette Lynch.

In-person delegates enjoyed the variety of activities including the hands-on workshops, museum research consultation and the off-site visits. Online delegates appreciated the access to the talks and the opportunity to network online and catch up post-conference.

As part of the Conference, GEM celebrated its 75th anniversary. A special digital project #GEM75 was launched during the conference to celebrate this important milestone:

[GEM75](#).

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Excellent sessions - keynotes, member presentations and workshops; friendly and welcoming space created by GEM staff, members and attendees

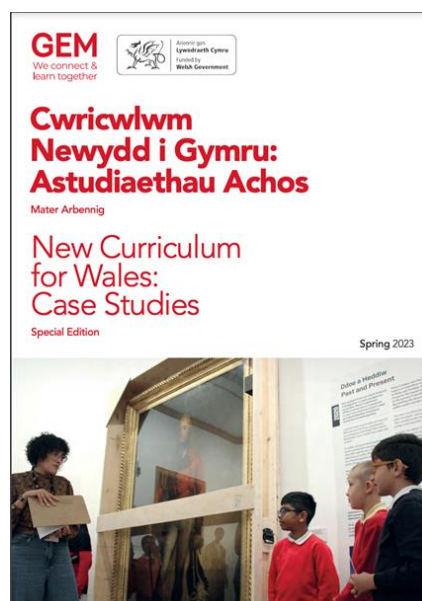
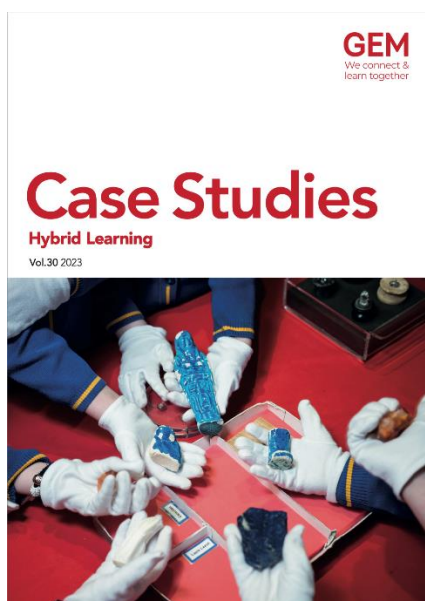
The connections and sharing of experience is invaluable and I left the conference feeling less isolated in my work

Highest quality hybrid offering I've witnessed!

Very interesting speakers and the online set up was very easy to use and navigate.

GEM Conference Delegates 2023

Publications



GEM produced three case study publications in 2023, focusing on Hybrid Learning, Social Impact and a special bilingual edition of GEM Case Studies on the New Curriculum for Wales. GEM welcomed Dr Dominique Bouchard and Dr Sadia Habib as new editors for the Journal for Education in Museums. GEM Journal 43 was circulated in early 2024 and featured articles by colleagues including Emily Nelson, Sue Davies, Hawwa Alam, Dr Shasi Bala and three book reviews exploring contemporary museum learning titles.

3. Realising the Digital Dividend

GEM continued to develop an extensive programme of online training in 2023 via its online platform Teachable, with the addition of seven new online courses and a wide variety of

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

events. Over 2000 participants engaged in GEM's training programme which focused on safeguarding, SEND in museums, anti-racism, the Welsh curriculum, mental health and sustainable partnerships. GEM developed new partnerships and built on existing relationships to deliver training in collaboration with Museum Development, Engage, Artsworld and ReReeti India. GEM also facilitated an in person visit to the Victoria & Albert Museum in partnership with La Sorbonne Nouvelle.

Building on the success of the One to One mentoring programme and Foundation Course in Museum Learning, GEM developed a new leadership programme: Emerging Leaders supported by Arts Council and Rising Leaders for more experienced practitioners supported by the Art Fund. Feedback was consistently high with 92% of training participants stating that the training was good or very good value for money. 71% said that the courses exceeded or strongly exceeded their expectations.

GEM worked in partnership to promote the Museum & Heritage Show Learning Award and the Sandford Award for Heritage Education to the museum learning community.

GEM continued to build its digital presence in 2023, engaging with 11,478 followers on Twitter and 3,926 followers on LinkedIn and 1,377 on Instagram by the end of the year.

4. Building Strategic Partnerships & for a Sustainable Future

GEM continued to strengthen key strategic partnerships in 2023, working closely with CHWA (Culture, Health and Wellbeing Alliance) on the development of a new programme for museums, focused on embedding health and wellbeing work strategically. £249,071 in funding from the National Lottery Heritage Fund for the CHWA/GEM Working Together project was confirmed in June 2023 working with six partner museums.

GEM continued to work with Engage and attended the Museums Association Conference in Newcastle.

GEM's work across the four nations grew in 2023 with positive collaborations with Museums Galleries Scotland, Northern Ireland Museums Council, and substantial partnership work with the Welsh Government through grant funding to support museums with the new curriculum for Wales and the Anti-Racist Wales Action Plan (ARWAP).

In 2023 GEM supported an application to the Arts and Humanities Research Council (AHRC) for a £1m interdisciplinary project that aims to create sensory interventions available to all. GEM is one of The Sensational Museum project partners which was launched in June, aiming to use what we know about disability representation and inclusive practice to positively change how museums work for everyone.

GEM's relationship with the Art Fund developed this year with a grant confirmed as part of the Reimagine programme and support for GEM Conference in Chatham.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

5. Sustainable Profitable Business Planning

With the support of Arts Council England, Nimrod Capital and good levels of earned income, GEM's financial situation was very positive in 2023. GEM increased overall turnover due to funding from the Arts Council and Welsh Government. Good levels of earned income from membership, job advertising and training provides an indicator of sector need for GEM as well as GEM's longer-term resilience, sustainability and profitability in line with the ambitions of the business plan.

Financial review

GEM's income continued to diversify in 2023 with the addition of funding from the Arts Council from April onwards alongside its regular sources of earned income and other grants. Overall turnover increased as a result of GEM's 2023 financial performance and GEM exceeded key performance indicators relating to core income, including earned income from membership, training, conference and job advertising.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

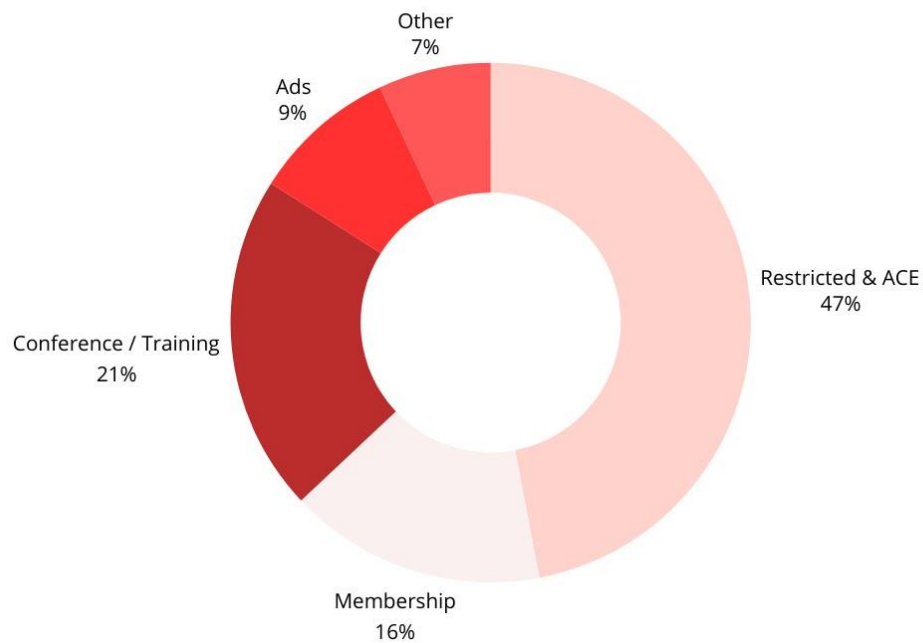
The charity's unrestricted reserves at 31 December 2023 were £228,993. Restricted reserves were -£2,834. Funding was received after the year end to clear the deficit. One funder makes funds available once expenditure has been incurred.

GROUP FOR EDUCATION IN MUSEUMS

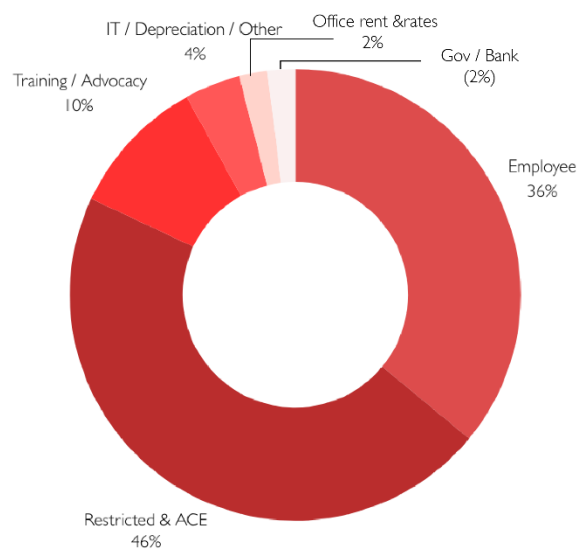
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

INCOME



EXPENDITURE



GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Looking forward to 2024



© The Postal Museum

In 2024, GEM will deliver on the ambitions set out in our application to the Arts Council and deliver the projects funded by Welsh Government to support museums in Wales.

GEM's focus includes the following key areas:

- Successful delivery of GEM's IPSO programme focused on supporting the sector, focusing in particular on IPSOs Ambition & Quality and Inclusivity & Relevance
- Publication of GEM's Museum Research and focus on priorities for the future
- Continuation of the One-to-One Mentoring Programme with an increased focus on engaging underrepresented groups as both mentors and mentees, and participants from the Levelling up for Culture Places
- Delivery of a dynamic conference in Bristol focused on the value of learning
- Support for freelancers / practitioners who are under-represented in the workforce and developing initiatives to encourage workforce diversity
- Development of programmes to embed health and wellbeing and successful delivery of the Working Together programme
- Delivery of programmes supporting museums in Wales with the new Curriculum and the Anti-Racist Wales Action Plan

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023



THE
LINBURY
TRUST



Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government

NIMROD
CAPITAL



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GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 DECEMBER 2023*

The trustees' report was approved by the Board of Trustees.



.....
C Marcus

Trustee

Date: 2 July 2024
.....

GROUP FOR EDUCATION IN MUSEUMS

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF GROUP FOR EDUCATION IN MUSEUMS

I report to the trustees on my examination of the financial statements of Group for Education in Museums (the charity) for the year ended 31 December 2023.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Frances Wilde FCCA DChA

Warner Wilde
Chartered Certified Accountants
4 Marigold Drive
Bisley
Surrey
GU24 9SF

Dated: 2 July 2024

GROUP FOR EDUCATION IN MUSEUMS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
Income from:							
Donations and legacies	3	204,970	67,131	272,101	60,543	65,813	126,356
Charitable activities	4	133,805	500	134,305	117,923	1,716	119,639
Investments	5	2,862	-	2,862	348	-	348
Total income		341,637	67,631	409,268	178,814	67,529	246,343
Charitable activities	6	251,318	77,810	329,128	177,907	60,011	237,918
Net gains/(losses) on investments	11	1,207	-	1,207	(1,651)	-	(1,651)
Net income/(expenditure)		91,526	(10,179)	81,347	(744)	7,518	6,774
Transfers between funds		(288)	288	-	(684)	684	-
Net movement in funds		91,238	(9,891)	81,347	(1,428)	8,202	6,774
Reconciliation of funds:							
Fund balances at 1 January 2023		137,755	7,057	144,812	139,183	(1,145)	138,038
Fund balances at 31 December 2023		228,993	(2,834)	226,159	137,755	7,057	144,812

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

GROUP FOR EDUCATION IN MUSEUMS

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	13		1,645		-
Investments	14		-		48,495
			<u>1,645</u>		<u>48,495</u>
Current assets					
Debtors	15	11,372		14,923	
Cash at bank and in hand		223,447		97,632	
		<u>234,819</u>		<u>112,555</u>	
Creditors: amounts falling due within one year	16	10,305		16,238	
		<u>10,305</u>		<u>16,238</u>	
Net current assets			224,514		96,317
Total assets less current liabilities			<u>226,159</u>		<u>144,812</u>
The funds of the charity					
Restricted income funds	18		(2,834)		7,057
Unrestricted funds			228,993		137,755
			<u>226,159</u>		<u>144,812</u>

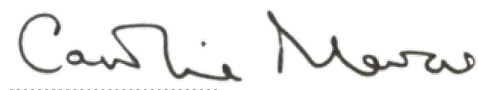
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2023.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on 2 July 2024



C Marcus
Trustee

Company registration number 4149246 (England and Wales)

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

Charity information

Group for Education in Museums is a private company limited by guarantee incorporated in England and Wales. The registered office is Admiral's Office (B7), The Historic Dockyard, Chatham, Kent, ME4 4TZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives. This fund may be held in order to finance both capital investment and working capital.

The policy in respect of the unrestricted designated fund is that the surplus from the annual conference, training days and other seminars will be available to fund such events in the future and will not be used for any other purpose.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements. It is the policy of the Board of Trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

(Continued)

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Grants received and specified by the donor as relating to specific accounting periods are deferred on an accrual's basis to the period to which they relate. Such deferrals are shown as creditors in the accounts.

Membership subscriptions are recognised as received and released over the period to which they relate. The unexpired portion of members' subscriptions received at the balance sheet date is carried forward as deferred income.

Consultancy service income is recognised when the services are performed in accordance with the terms of the contract. GEM only undertakes consultancy contracts which are relevant to its charitable objects and will not adversely affect the delivery of its core activities.

Income from investments is included in the year in which it is receivable.

1.5 Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates. Expenditure incurred at the balance sheet date that relates to events taking place after the balance sheet date is carried forward as deferred expenditure.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs are those costs incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements. In respect of certain items of expenditure, it is a matter of judgement as to whether such items are direct charitable expenditure or are administrative, and the Trustees have applied what they consider reasonable judgements in apportioning such costs.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings and equipment	25% straight line
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GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

(Continued)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Expenditure of a capital nature of less than £200 is not capitalised.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

(Continued)

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Grants receivable	127,500	67,131	194,631	-	65,813	65,813
Membership fees	77,470	-	77,470	60,543	-	60,543
	<u>204,970</u>	<u>67,131</u>	<u>272,101</u>	<u>60,543</u>	<u>65,813</u>	<u>126,356</u>
Grants receivable for core activities						
Linbury	-	-	-	-	25,000	25,000
Art Fund	-	13,590	13,590	-	-	-
Welsh Government Projects	-	53,541	53,541	-	33,150	33,150
Kickstart	-	-	-	-	7,663	7,663
Arts Council England	127,500	-	127,500	-	-	-
	<u>127,500</u>	<u>67,131</u>	<u>194,631</u>	<u>-</u>	<u>65,813</u>	<u>65,813</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

4 Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Sales within charitable activities	66,184	-	66,184	70,063	-	70,063
Services provided under contract	53,486	-	53,486	35,866	-	35,866
Ancillary trading income	1,633	-	1,633	1,330	-	1,330
Other income	12,502	500	13,002	10,664	1,716	12,380
	<u>133,805</u>	<u>500</u>	<u>134,305</u>	<u>117,923</u>	<u>1,716</u>	<u>119,639</u>

5 Income from investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest receivable	<u>2,862</u>	<u>348</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

6 Expenditure on charitable activities

	Charitable activities 2023 £	Charitable activities 2022 £
Direct costs		
Staff costs	123,483	108,697
Depreciation and impairment	223	390
Conference and course costs	49,653	71,659
Publication costs	4,125	9,381
Rent and rates	4,819	3,785
Bank and credit card charges	1,913	2,227
IT, office and sundry costs	12,007	13,308
Project expenses (Excl. salaries)	122,921	10,359
Area events	2,889	3,163
	<u>322,033</u>	<u>222,969</u>
Grant funding of activities (see note 7)	-	13,505
Share of support and governance costs (see note 8)		
Support	1,460	-
Governance	5,635	1,444
	<u>329,128</u>	<u>237,918</u>
Analysis by fund		
Unrestricted funds	251,318	177,907
Restricted funds	77,810	60,011
	<u>329,128</u>	<u>237,918</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

7 Grants payable

	Charitable activities 2022 £
Grants to institutions:	
Hay Castle Trust	1,305
Snowdonia National Park (Yr Ysgwrn)	1,200
National Trust	1,000
Greenfield Valley Museum	850
Royal Welsh Fusiliers Museum	1,200
Merthyr Tydfil Leisure Trust	1,200
Carmarthanshire Museum	1,200
Penmaenmawr Museum	1,200
Hen Eglwys Santes Fair	950
The Egypt Centre	1,000
Milford Haven Museum	1,200
Rhondda Heritage Park	1,200
	<u>13,505</u>

8 Support costs allocated to activities

	2023 £	2022 £
Accountancy	1,460	-
Governance costs	5,635	1,444
	<u>7,095</u>	<u>1,444</u>
Analysed between:		
Charitable activities	<u>7,095</u>	<u>1,444</u>

Governance costs includes payments to the independent examiner of £1,488 (2022: £1,440) for accounts preparation and independent examination.

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Nil trustee(s) received reimbursement of expenses totalling £nil (2022: one trustee received £4 reimbursement of expenses and one trustee received payment for the provision of a training course, disclosed in Note 21).

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

10 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	4	4

Employment costs

	2023 £	2022 £
Wages and salaries	114,405	100,672
Social security costs	6,081	4,666
Other pension costs	2,997	3,359
	123,483	108,697

The charity employs 4 (2022:4) part time staff. This equates to 3 (2022: 2.8) full time staff.

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023 £	2022 £
Aggregate compensation	51,742	46,705

11 Gains and losses on investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Gains/(losses) arising on:		
Revaluation of investments	1,207	(1,651)

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

13 Tangible fixed assets

	Fixtures, fittings and equipment £
Cost	
At 1 January 2023	6,551
Additions	1,868
At 31 December 2023	8,419
Depreciation and impairment	
At 1 January 2023	6,551
Depreciation charged in the year	223
At 31 December 2023	6,774
Carrying amount	
At 31 December 2023	1,645

14 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 January 2023	48,495
Additions	1,207
Disposals	(49,702)
At 31 December 2023	-
Carrying amount	
At 31 December 2023	-
At 31 December 2022	48,495

15 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Trade debtors	11,372	14,923

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

16 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Other taxation and social security		2,632	3,353
Deferred income	17	2,870	9,904
Trade creditors		1,841	517
Other creditors		674	562
Accruals and deferred income		2,288	1,902
		<u>10,305</u>	<u>16,238</u>

17 Deferred income

	2023 £	2022 £
Other deferred income	<u>2,870</u>	<u>9,904</u>

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	<u>2,870</u>	<u>9,904</u>
Movements in the year:		
Deferred income at 1 January 2023	9,904	10,000
Released from previous periods	(9,904)	(5,000)
Resources deferred in the year	<u>2,870</u>	<u>4,904</u>
Deferred income at 31 December 2023	<u>2,870</u>	<u>9,904</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
Welsh Government - Curriculum	(288)	-	-	288	-
Linbury - 2022 funding	113	-	(113)	-	-
Ashley Foundation	8,900	-	(8,491)	-	409
Welsh Government - Part 1	(2,935)	25,969	(32,347)	-	(9,313)
Welsh Government - Part 2	(1,325)	8,185	(7,722)	-	(862)
Area Convenors	2,592	-	(2,592)	-	-
Art Fund	-	13,590	(6,649)	-	6,941
Anti-Racism Wales	-	19,887	(19,896)	-	(9)
	<u>7,057</u>	<u>67,631</u>	<u>(77,810)</u>	<u>288</u>	<u>(2,834)</u>

Previous year:	At 1 January 2022	Incoming resources	Resources expended	Transfers	At 31 December 2022
	£	£	£	£	£
Emergency funding and Project funding	(1,145)	-	-	1,145	-
Kickstart Scheme grant 2022	-	7,663	(7,663)	-	-
Welsh Government - Curriculum	-	4,900	(3,351)	(1,837)	(288)
Linbury - 2022 funding	-	25,000	(24,887)	-	113
Ashley Foundation	-	8,900	-	-	8,900
Welsh Government - Part 1	-	17,535	(20,470)	-	(2,935)
Welsh Government - Part 2	-	1,815	(3,140)	-	(1,325)
Area Convenors	-	1,716	(500)	1,376	2,592
	<u>(1,145)</u>	<u>67,529</u>	<u>(60,011)</u>	<u>684</u>	<u>7,057</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

18 Restricted funds

(Continued)

Kickstart Scheme grant 2022:	6 month work placement for a young person aged 16-24
Welsh Government Curriculum:	Welsh curriculum consultation & training programme in museums
Linbury 2022:	Delivery of a programme of training & mentoring to a range of museums impacted by Covid 19
Ashley Foundation:	Exploring Cynefin through Creative expression for young people
Welsh Government Part 1:	Welsh curriculum consultation & training programme in museums
Welsh Government Part 2:	Welsh curriculum consultation & training programme in museums
Area Convenors:	For branch expenditure
Art Fund:	For programme of activity that aims to re imagine museum learning engagement with a focus on equalities and diversity training, leadership training and case studies.
Anti-Racism Wales:	A 3-year grant programme that aims, through training and action learning to support museums in Wales to become actively anti racist in line with Welsh Government policy.

The Welsh Government funds in deficit are cleared by receipts in the following financial year.

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2023
	£	£	£	£	£	£
Designated funds	88,112	-	-	62,487	-	150,599
General funds	49,643	341,637	(251,318)	(62,775)	1,207	78,394
	<u>137,755</u>	<u>341,637</u>	<u>(251,318)</u>	<u>(288)</u>	<u>1,207</u>	<u>228,993</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

19 Unrestricted funds (Continued)

Previous year:	At 1 January 2022	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 December 2022
	£	£	£	£	£	£
Designated funds	88,112	-	-	-	-	88,112
General funds	51,071	178,814	(177,907)	(684)	(1,651)	49,643
	<u>139,183</u>	<u>178,814</u>	<u>(177,907)</u>	<u>(684)</u>	<u>(1,651)</u>	<u>137,755</u>

The designated fund is the surplus from the annual conference, training days and other seminars which is retained to fund such events in the future.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

20 Analysis of net assets between funds

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 December 2023 are represented by:								
Tangible assets	1,645	-	-	1,645	-	-	-	-
Investments	-	-	-	-	48,495	-	-	48,495
Current assets/(liabilities)	76,749	150,599	(2,834)	224,514	1,148	88,112	7,057	96,317
	<u>78,394</u>	<u>150,599</u>	<u>(2,834)</u>	<u>226,159</u>	<u>49,643</u>	<u>88,112</u>	<u>7,057</u>	<u>144,812</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

21 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

	Services provided	
	2023	2022
	£	£
Key management personnel	-	338
	<u> </u>	<u> </u>

In 2022, one trustee received £337.50 for the provision of a training course.

GROUP FOR EDUCATION IN MUSEUMS

England & Wales - Charity number 1090995

Accounts

Charity registration number 1090995

Company registration number 4149246 (England and Wales)

GROUP FOR EDUCATION IN MUSEUMS
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

GROUP FOR EDUCATION IN MUSEUMS

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	C Marcus	
	K Moore	
	R Bruce	
	L Hill	
	J Blay	
	S Cowie	
	M Macey	
	B Pearce	
	H Sweetapple	(Appointed 8 September 2022)
	A Almeida	(Appointed 21 June 2022)
Secretary	C Gisby	
Charity number	1090995	
Company number	4149246	
Registered office	Admiral's Office (B7) The Historic Dockyard Chatham Kent ME4 4TZ	
Independent examiner	Frances Wilde FCCA DChA Warner Wilde Chartered Certified Accountants 4 Marigold Drive Bisley Surrey GU24 9SF	
Bankers	CAF Bank Limited 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4TA	

GROUP FOR EDUCATION IN MUSEUMS

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GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2022

The trustees present their annual report and financial statements for the year ended 31 December 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Structure, governance and management

The charity is a company limited by guarantee.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

C Marcus

K Moore

R Bruce

L Hill

J Blay

S Cowie

E Havard

(Resigned 8 September 2022)

M Macey

B Pearce

H Sweetapple

(Appointed 8 September 2022)

A Almeida

(Appointed 21 June 2022)

Recruitment and appointment of trustees

The Board of Trustees appoints new Trustees. Trustees are recommended to the Board by the Nominations Sub Committee. Trustees are either co-opted or elected and elected Trustees are agreed by the membership at the GEM AGM.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The Group for Education in Museums (GEM) is a membership organisation which supports everyone interested in learning across museums, heritage and cultural settings. GEM is a charity and a company limited by guarantee.

GEM is managed by a Board of Trustees according to its Memorandum and Articles of Association (incorporated on 29 January 2001, as amended on 11 Sep 2019 as amended on 21 Sep 2021 as amended on 08 Sep 2022)

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022



Chair's Statement

In 2022, GEM demonstrated its important role as a sector support organisation, enabling museum learning colleagues to connect and learn together, to thrive and develop new skills across the UK.

GEM's Board has identified five strategic priorities, and I will briefly outline our progress against these in 2022:

Driving and diversifying membership

I'm pleased to report that GEM's membership remained stable. At the end of 2022, there were 730 GEM members, 255 of which were Institutional members and 475 Individual members, throughout the UK and beyond. GEM has seen good take up for the four new levels of membership for Institutions introduced in 2021 based on turnover.

Empowering our community

In 2022, the Linbury Trust and Nimrod Capital made generous contributions towards GEM's core work, enabling us to build upon our support for the sector focusing on renewal and regrowth after the disruption of the Covid-19 pandemic. This renewed offer focused on the development of the One-to-One mentoring programme. Over 40 mentees were supported during the year, and the application linked to the refreshed and updated GEM Core Competency Framework.

GEM increased its online training to meet the needs of the museum learning community. Satisfaction rates for GEM's activity based on training & conference surveys in 2022 was 96% good or excellent, demonstrating the impact of GEM's high-quality provision.

GEM took part in events, including the Museums & Heritage Show, Museums Association Conference and an English Heritage Study Day, to support colleagues in high quality learning events across the sector.

In September, we held GEM's first hybrid conference at the Museum of Making in Derby, supported by the Art Fund, and attended by just under 300 participants. We were delighted that Tony Butler, Sir Geoff Palmer, Francois Mairesse (Sorbonne Nouvelle), Kate Bellamy

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

(Clare Duffield Foundation) and Jenny Waldman (Art Fund) were able to join us and provide keynotes.

Over 1200 participants took part in GEM Area and Nation events during 2022, and GEM also supported colleagues internationally, including a partnership with NEMO (Network of European Museum Organisations), ReReeti Revitalising Museums in India.

GEM produced three publications in 2022, the Journal for Education in Museums featured articles by Henry McGhie (climate empowerment), Professor Charlotte Williams OBE (Black, Asian and Minority Perspectives and the New Curriculum in Wales) and Understanding and Reducing Inequalities in Museum Visiting Mark O'Neill. The Journal also included contributions from MA students, GEM Italy and book reviews. GEM Case Studies focused on Health & Wellbeing and Young People.

Realising the Digital Dividend

GEM expanded its online training offer, utilising a virtual learning platform, and developing new courses to meet the needs of the museum and heritage learning community. GEM delivered training events throughout the year focused on a range of topics from the core competencies, climate action, family programming and intersectionality. GEM delivered programmes in partnership with Share Museums East, Museum Development South East and the Northern Ireland Museums Council. GEM worked in partnership to promote the Museum & Heritage Show learning award and the Sandford Award in Heritage Education to the museum learning community. During 2022, over 1000 participants were involved in GEM's training and events programme.

Building strategic partnerships for a sustainable future

2022 provided an opportunity for GEM to further develop its partnership work. Significant collaborations with organisations including the Art Fund, Welsh Government, Culture Health & Wellbeing Alliance, Museums Association, Engage, Clare Duffield Foundation, and NEMO enabled GEM to reach a wider audience, demonstrating a joined up strategic approach. We continued to work collaboratively across the four Nations and internationally, expanding GEM's contacts and presence as both a UK and global network. In Wales, working with GEM Cymru and the Welsh Government, we delivered an ambitious programme supporting museums and cross sector organisations with the introduction of the new Curriculum for Wales.

Sustainable profitable business planning

With the support of the Linbury Trust, Nimrod Capital and good levels of earned income, GEM's finances remained stable in 2022, increasing overall turnover due to project funding from the Welsh Government. Improved income for job advertising and training provides a positive indicator of post pandemic sector recovery, as well as GEM's longer-term resilience

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

in line with the ambitions of our business plan. Following a successful application to Arts Council England, GEM was delighted to be offered funding in 2022, to commence in April 2023, as an Investment Principles Support Organisation (IPSO). Support from the Arts Council enables GEM to substantially increase its support for the museum learning sector, helping museums to be ambitious for their learning programmes, and embrace inclusivity and relevance. With the support of the Linbury Trust, we have further developed our online learning programmes, mentoring offer, partnerships, and advocacy work for museum learning.

We are delighted to see GEM thrive and grow during 2022. GEM is a unique community in which we connect and learn **together** - it is this sense of community that has galvanised the learning sector to support each other and to remain resilient. Participation from members has helped GEM develop as a valuable sector support organisation, enabling us to share practice and support each other for the public benefit. This is not possible without the collaboration of many, whom I wish to thank.

Thank you to our members across the four Nations and beyond for your support and commitment to sharing resources, best practice and ideas with enthusiasm and generosity. We are particularly grateful to the GEM Area and Nation representatives and our other volunteers who give up so much of their time and expertise to support GEM. Thank you to the organisations who work collaboratively with GEM for the benefit of the museum and heritage learning sector.

My thanks to the GEM Trustees for all their support and guidance in 2022 and to the GEM Team for all their hard work (Rachel Tranter, Sara Wallington, Claire Gisby, Jessica England, Devon Turner & Katya Provornaya) ensuring that GEM continues to support the sector and share excellent practice for the public benefit.



Caroline Marcus, Chair

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022



Image: Peace Museum

GEM's Vision & Charitable Objects

GEM's **vision** is of a connected and equipped community of people enabling learning across museum, heritage, and cultural settings, creating inspiring experiences, relevant for everyone; that promote equality, transform and enrich lives.

GEM's **values** are Belonging, Collaborating, Empowering, Connecting, Expertise and Generosity

GEM's **tagline** is "GEM – we connect and learn together"

GEM delivers its vision through five strategic aims:

1. Driving and diversifying membership
2. Empowering our community
3. Realising the Digital Dividend
4. Building strategic partnerships for a sustainable future
5. Sustainable profitable business planning

Through these aims, GEM fulfils its charitable objects to promote and advance education, especially museum and heritage education, for public benefit. GEM carries out this object by the provision of training and through sharing of resources in museum and heritage education and also through promoting research into all aspects of museum and heritage education, disseminating the results of its findings for the benefit of the public.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

GEM's Achievements and Impact in 2022



Image: Museum of London

'GEM has really changed for the better in recent years. It is refreshing to see GEM embrace new perspectives and to respond to changes within the sector and supporting professionals to do the same.' Membership Survey Respondent, Feb 2022.

GEM is a professional network organisation, focused on supporting everyone delivering learning in museums, heritage, and cultural settings. GEM provides training and professional development opportunities, 1-1 support, an annual conference and regular events, dedicated representatives across all four Nations of the UK, publications and digital resources, support for sector recruitment, as well as leading conversations and advocacy about practice and the development of learning.

GEM's mission is to support and empower its community of colleagues to connect and develop their knowledge and skills to deliver learning.

In 2022, GEM achieved a conditional funding offer from Arts Council England to join the National Portfolio as an Investment Principles Support Organisation (IPSO). This conditional offer was subsequently confirmed in the Spring of 2023. A significant achievement, this funding has recognised GEM's place within the cultural ecosystem of the UK and its contribution to the development of museums. GEM will be focusing on supporting the

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

sector with two of the Arts Council Investment Principles – Ambition & Quality and Inclusivity and Relevance over the next three years.

1. Diversifying Membership

GEM has maintained its membership over the last few years, which given the pressures on museums and practitioners arising from cost of living and pandemic impacts, demonstrates the continued need and support for GEM from the museum learning sector. At the end of 2022 there were 730 GEM members, 255 of which were Institutional members and 475 Individual members, throughout the UK and beyond. GEM has seen good take up for the four new levels of membership for Institutions introduced in 2021 based on turnover. 69% of members responding to the 2022 survey stated that GEM membership provided good value for money, with the introduction of all staff memberships seen as beneficial.

"The institutional membership is good value and being able to offer online training and conferences to the whole team at a reduced rate is beneficial for our large team"

"Yes - the resources are relevant and useful. The community is supportive, and the cost is affordable"

2022 survey respondents

GEM performed well in terms of numbers membership outside of England in 2022 (71 members in Scotland, Wales and N Ireland by September) and over 2200 colleagues engaged with the GEM Jiscmail online discussion group, contributing to GEM's vibrant community of learning practitioners. The GEM Membership Task & Finish Group continued to encourage lapsed and cancelled members to re-join GEM and noted that over 20% of new sign ups were organisations from the broader heritage and cultural sector, reflecting the diversity of GEM membership & its reach.

Membership numbers at the end of 2022



Working across the four Nations and beyond

Over 1200 participants took part in GEM Area and Nation events in 2022.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Events encouraged area-based networking through coffee and chat meetings and also focused on important topics such as supporting children in poverty, LGBTQ+ language in heritage and working with trainee teachers. GEM Freelancers arranged a number of tea talks during the year focusing on pay and conditions, finding work and demystifying different types of freelance work. GEM Italy, formed in January 2021 was very active with several events held online attracting Italian speaking learning professionals across Europe. The GEM International Task & Finish Group was active in supporting GEM's partnership with NEMO (Network of European Museum Organisations), ReReeti Revitalising Museums in India as well as organising content for conference.

GEM Cymru and the new Curriculum for Wales

In May 2022, GEM was awarded a total of £43,000 for two projects which would support museums and cross sector organisations with the introduction of the new Curriculum for Wales. These projects follow the consultation and training small grant which GEM delivered with the support of GEM Cymru in 2021. The projects include training, micro grants case studies, and resources to support museums across Wales take advantage of the opportunity that the new curriculum presents. GEM also secured £37,700 in grant funding from the Welsh Government to deliver a programme supporting museums with the Anti-Racist Wales Action Plan (ARWAP) due for completion in 2024.

2. Empowering Our Community

GEM's focus is on enabling everyone involved in delivering learning with opportunities to connect and learn together. Empowering our community is a key focus of GEM's charitable objects to promote and advance museum and heritage education, and produce, promote, and disseminate research in education for the public benefit.

Satisfaction rates for GEM's activity based on training & conference surveys in 2022 was 96% good or excellent - demonstrating the quality of GEM's provision. Over 94% of respondents stated that GEM supports the cultural and learning sector and over 81% state GEM supports & inspires positive change.

In 2022, the Linbury Trust and Nimrod Capital made generous contributions towards GEM's core work, enabling us to build upon our support for the sector focusing on renewal and regrowth after the disruption of the Covid-19 pandemic. This renewed offer focused on the development of the One-to-One mentoring programme and increased online training to meet the needs of the museum learning community. Support from the Linbury Trust has also enabled GEM to develop substantial partnership work, building capacity for initiatives across the four Nations and the preparation needed to achieve a successful application to Arts Council England as part of the National Portfolio programme.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

One to One Mentoring Programme



With the support of the Linbury Trust and Nimrod Capital over 40 mentees were supported in two rounds of the One to One mentoring programme in 2022, recruited through a renewed application process linked to the updated [GEM Core Competency Framework](#). The key areas for development identified by mentees included career progression, digital engagement, community engagement and programme planning. Participants rated the programme impact as very good, ranking it at 4.5 out of 5 across all evaluations.

"The mentoring programme definitely afforded me the space I wanted to discuss my strengths and areas of development. It was a really supportive environment."

"I felt the mentoring programme offered more than I asked for, in the best possible way!! I felt really inspired, not just to achieve in my current role but to move forward and take my career to a new level."

2022 Mentees

NEMO the Network of European Museum Organisations developed a partnership with GEM in 2022 enabling 10 NEMO members across Europe with the opportunity to access the programme in two rounds, Spring & Autumn 2022. The benefit of mentoring across borders was recognised in the feedback from the NEMO mentees & the GEM Mentors.

"Learning about the similarities and differences in the way we approach things was the main benefit. Connecting with a colleague outside of the UK was a really rewarding experience, and a great demonstration of what the online mentor process allows us to do." GEM Mentor

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Training, Events & GEM Conference



Image: GEM

In 2022, GEM reintroduced in person sessions alongside a dynamic programme of online training courses and events. In May GEM took part in the Museums & Heritage Show at Olympia, meeting with attendees at the GEM stand and engaging in a networking event. GEM presented a talk about working with schools now and in the future, taking account of digital innovation. A study day was arranged at Brodsworth Hall, Yorkshire in partnership with English Heritage focused on the Liberty & Lottery exhibition, and exploring the transatlantic history of enslaved people connected to the hall.

From September 7-9, GEM arranged its first hybrid conference at the Museum of Making in Derby which provided both in person and online access to conference. Generous support from The Art Fund enabled online access. Conference was attended by 151 in-person, and 121 online delegates. Over the course of three days, 62 activities were delivered, including keynote and members' presentations, panel discussions, workshops, site visits and fringe events. 96% of in-person and 71% of online survey respondents defined the GEM Conference as "excellent" or "good". The lower satisfaction rates for the online event were mainly because the delegates felt that they missed out on networking opportunities and hands on workshops. These suggestions will be taken into consideration during planning for GEM Conference 2023.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022



Keynote speakers included academic and diversity activist Sir Geoff Palmer, Jenny Waldman, Director of the Art Fund, Kate Bellamy from the Clore Duffield Foundation and François Mairesse from La Sorbonne Nouvelle in Paris. In-person delegates enjoyed the variety of activities including the hands-on workshops and the off-site visits. Online delegates appreciated the access to the talks and the opportunity to catch up post-conference.

“I liked having the opportunity to join in virtually and/or in-person. I did some of both which suited my circumstances”

“The words of Sir Geoffrey Palmer will stay with me and influence my work for this year. Must admit I find the reports on projects from the people who were on the ground delivering them the most inspiring”

GEM Conference Delegates 2022

Publications

GEM produced three publications in 2022, the Journal for Education in Museums featured articles by Henry McGhie (climate empowerment), Professor Charlotte Williams OBE (Black, Asian and Minority Perspectives and the New Curriculum in Wales) and Understanding and Reducing Inequalities in Museum Visiting Mark O’Neill. The Journal also included contributions from MA students, GEM Italy and book reviews. GEM Case Studies focused on Health & Wellbeing and Young People.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

3. Realising the Digital Dividend



Image: National Railway Museum

Building on the step change in delivery through digital 2020-21, GEM continued to develop its online learning offer in 2022, utilising a virtual learning platform through which GEM Courses could be delivered. Five courses were delivered online engaging over 100 participants. GEM delivered training events throughout the year focused on a range of topics from the core competencies, climate action, family programming and intersectionality. GEM delivered programmes in partnership with Share East, Museum Development South East and the Northern Ireland Museums Council. GEM worked in partnership to promote the Museum & Heritage Show learning award and the Sandford Award in Heritage Education to the museum learning community. Over 1000 participants were involved in GEM's training and events programme, and remained consistently high with 4.5 average satisfaction rates for a scale of 1-5 (5 being highest).

GEM's digital presence continued to steadily grow in 2022, attracting over 11,450 followers on Twitter and 3063 followers on LinkedIn and 1072 on Instagram by the end of the year.

4. Building Strategic Partnerships & for a Sustainable Future

GEM continued to strengthen key strategic partnerships in 2022, working closely with CHWA (Culture, Health & Wellbeing Alliance) on the development of a new programme for museums, focused on embedding health & wellbeing work strategically. GEM continued to work with Engage, and supported the Museums Association Conference, Learning & Engagement Manifesto event in Edinburgh.

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

GEM's work across the four nations grew in 2022 with positive collaborations with Museums Galleries Scotland, Northern Ireland Museums Council, and substantial partnership work with the Welsh Government through grant funding to support museums with the new curriculum for Wales and the Anti-Racist Wales Action Plan (ARWAP).

GEM received funding from the Kickstart Scheme in 2022. This government scheme created new jobs for 16- to 24-year-olds on Universal Credit who are at risk of long-term unemployment. A young person from Kent joined the GEM team in February, as GEM Digital Marketing & Training Officer, supporting social media and communications over a six-month period. A former Kickstart candidate joined GEM as a volunteer later in the year, undertaking research into the levelling up for culture places and supporting job advertisements.

GEM spent a considerable amount of time in 2022 working on the successful application to the Arts Council National Portfolio programme, and in November GEM received a conditional offer for a 3-year funding period. GEM was also delighted to receive funding from the Art Fund as part of the Re-imagine grant programme in December.

5. Sustainable Profitable Business Planning

With the support of the Linbury Trust, Nimrod Capital and good levels of earned income, GEM's finances remained stable in 2022, increasing overall turnover due to project funding from the Welsh Government. Improved income for job advertising and training provides an indicator of sector recovery as well as GEM's longer-term resilience in line with the ambitions of the business plan.

Financial review

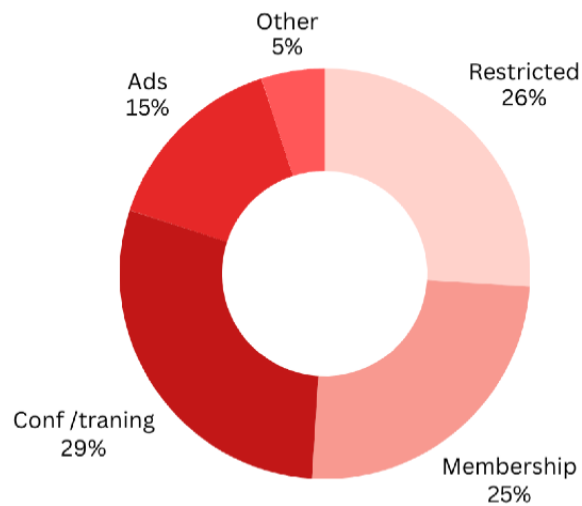
GEM retained its reserve levels, ensuring that the reserve policy and investment in GEM's future development can be resourced in 2023. GEM exceeded key performance indicators relating to core income, including income from training and job advertising - demonstrating GEM's growth since the pandemic and sustainability.

GROUP FOR EDUCATION IN MUSEUMS

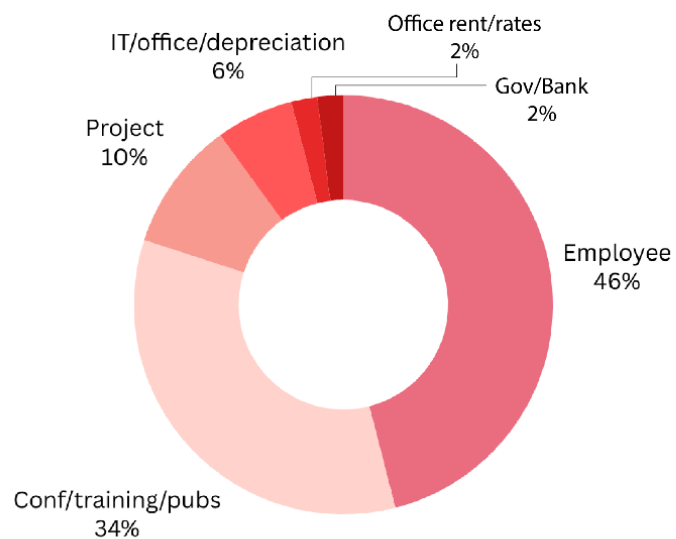
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

INCOME



EXPENDITURE



GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

Looking forward to 2023



Credit: Clifton Suspension Bridge Trust

In 2023, we will deliver on the ambitions set out in our application to the Arts Council, the Art Fund supported Re-Imagine programme and the projects funded by Welsh Government to support museums in Wales.

GEM's focus includes the following key areas:

- Successful delivery of GEM's IPSO programme focused on supporting the sector, focusing in particular on IPSOs Ambition & Quality & Inclusivity & Relevance
- Continuation of the One-to-One Mentoring Programme with an increased focus on engaging underrepresented groups as both mentors and mentees, and participants from the Levelling up for Culture Places
- Delivery of a place-based conference in Medway, focusing on the Historic Dockyard Chatham
- Development of a bespoke virtual learning platform that integrates with the GEM website
- Support for freelancers / practitioners who are under-represented in the workforce and developing initiatives to encourage workforce diversity
- Development of programmes to embed health and wellbeing
- Delivery of programmes supporting museums in Wales with the new Curriculum and the Anti-Racist Wales Action Plan

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022



THE
LINBURY
TRUST



Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government

NIMROD
CAPITAL



Image: Leeds Museums and Galleries

GROUP FOR EDUCATION IN MUSEUMS

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) *FOR THE YEAR ENDED 31 DECEMBER 2022*

The trustees' report was approved by the Board of Trustees.



.....
C Marcus

Trustee

Date: 21 June 2023
.....

GROUP FOR EDUCATION IN MUSEUMS

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF GROUP FOR EDUCATION IN MUSEUMS

I report to the trustees on my examination of the financial statements of Group for Education in Museums (the charity) for the year ended 31 December 2022.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

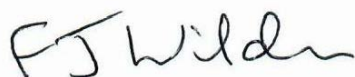
Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

- 1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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



Frances Wilde FCCA DChA

Warner Wilde
Chartered Certified Accountants
4 Marigold Drive
Bisley
Surrey
GU24 9SF

Dated: 3 August 2023

GROUP FOR EDUCATION IN MUSEUMS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:							
Donations and legacies	3	60,543	65,813	126,356	60,036	92,976	153,012
Charitable activities	4	117,923	1,716	119,639	85,474	-	85,474
Investments	5	348	-	348	11	-	11
Total income		<u>178,814</u>	<u>67,529</u>	<u>246,343</u>	<u>145,521</u>	<u>92,976</u>	<u>238,497</u>
Expenditure on:							
Charitable activities	6	<u>177,907</u>	<u>60,011</u>	<u>237,918</u>	<u>145,125</u>	<u>86,172</u>	<u>231,297</u>
Net gains/(losses) on investments	11	<u>(1,651)</u>	<u>-</u>	<u>(1,651)</u>	<u>6,545</u>	<u>-</u>	<u>6,545</u>
Net (outgoing)/incoming resources before transfers		<u>(744)</u>	<u>7,518</u>	<u>6,774</u>	<u>6,941</u>	<u>6,804</u>	<u>13,745</u>
Gross transfers between funds		<u>(684)</u>	<u>684</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>(1,428)</u>	<u>8,202</u>	<u>6,774</u>	<u>6,941</u>	<u>6,804</u>	<u>13,745</u>
Fund balances at 1 January 2022		<u>139,183</u>	<u>(1,145)</u>	<u>138,038</u>	<u>132,242</u>	<u>(7,949)</u>	<u>124,293</u>
Fund balances at 31 December 2022		<u><u>137,755</u></u>	<u><u>7,057</u></u>	<u><u>144,812</u></u>	<u><u>139,183</u></u>	<u><u>(1,145)</u></u>	<u><u>138,038</u></u>

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

GROUP FOR EDUCATION IN MUSEUMS

BALANCE SHEET

AS AT 31 DECEMBER 2022

	Notes	2022 £	£	2021 £	£
Fixed assets					
Tangible assets	12		-		389
Investments	13		48,495		50,146
			<u>48,495</u>		<u>50,535</u>
Current assets					
Debtors	15	14,923		20,004	
Cash at bank and in hand		97,632		90,624	
		<u>112,555</u>		<u>110,628</u>	
Creditors: amounts falling due within one year	16	(16,238)		(23,125)	
Net current assets			96,317		87,503
Total assets less current liabilities			<u>144,812</u>		<u>138,038</u>
Income funds					
Restricted funds	18		7,057		(1,145)
<u>Unrestricted funds</u>					
Designated funds	19	88,112		88,112	
General unrestricted funds		49,643		51,071	
		<u>137,755</u>		<u>139,183</u>	
			<u>144,812</u>		<u>138,038</u>

GROUP FOR EDUCATION IN MUSEUMS

BALANCE SHEET (CONTINUED)

AS AT 31 DECEMBER 2022

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2022.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the Trustees on 21 June 2023



.....
C Marcus

Trustee

Company registration number 4149246

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

Charity information

Group for Education in Museums is a private company limited by guarantee incorporated in England and Wales. The registered office is Admiral's Office (B7), The Historic Dockyard, Chatham, Kent, ME4 4TZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives. This fund may be held in order to finance both capital investment and working capital.

The policy in respect of the unrestricted designated fund is that the surplus from the annual conference, training days and other seminars will be available to fund such events in the future and will not be used for any other purpose.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements. It is the policy of the Board of Trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Grants received and specified by the donor as relating to specific accounting periods are deferred on an accrual's basis to the period to which they relate. Such deferrals are shown as creditors in the accounts.

Membership subscriptions are recognised as received and released over the period to which they relate. The unexpired portion of members' subscriptions received at the balance sheet date is carried forward as deferred income.

Consultancy service income is recognised when the services are performed in accordance with the terms of the contract. GEM only undertakes consultancy contracts which are relevant to its charitable objects and will not adversely affect the delivery of its core activities.

Income from investments is included in the year in which it is receivable.

1.5 Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates. Expenditure incurred at the balance sheet date that relates to events taking place after the balance sheet date is carried forward as deferred expenditure.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs are those costs incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements. In respect of certain items of expenditure, it is a matter of judgement as to whether such items are direct charitable expenditure or are administrative, and the Trustees have applied what they consider reasonable judgements in apportioning such costs.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings and equipment	25% straight line
----------------------------------	-------------------

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

Expenditure of a capital nature of less than £200 is not capitalised.

1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.12 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022 £	2022 £	2022 £	2021 £	2021 £	2021 £
Donations and gifts	-	-	-	4,803	-	4,803
Grants receivable	-	65,813	65,813	-	92,976	92,976
Membership fees	60,543	-	60,543	55,233	-	55,233
	<u>60,543</u>	<u>65,813</u>	<u>126,356</u>	<u>60,036</u>	<u>92,976</u>	<u>153,012</u>
Grants receivable for core activities						
CRF 1	-	-	-	-	38,550	38,550
CRF 2	-	-	-	-	20,700	20,700
Linbury	-	25,000	25,000	-	25,000	25,000
NHLF	-	-	-	-	6,850	6,850
Area Convenors	-	-	-	-	1,376	1,376
Art Fund	-	-	-	-	500	500
Welsh Government Projects	-	33,150	33,150	-	-	-
Kickstart	-	7,663	7,663	-	-	-
	<u>-</u>	<u>65,813</u>	<u>65,813</u>	<u>-</u>	<u>92,976</u>	<u>92,976</u>

4 Charitable activities

	2022 £	2021 £
Sales within charitable activities	70,063	37,306
Services provided under contract	35,866	40,586
Ancillary trading income	1,330	2,405
Other income	12,380	5,177
	<u>119,639</u>	<u>85,474</u>
Analysis by fund		
Unrestricted funds	117,923	85,474
Restricted funds	1,716	-
	<u>119,639</u>	<u>85,474</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

5 Investments

	Unrestricted funds	Unrestricted funds
	2022 £	2021 £
Interest receivable	348	11

6 Charitable activities

	2022 £	2021 £
Staff costs	108,697	111,592
Depreciation and impairment	390	389
Conference and course costs	71,659	64,484
Publication costs	9,381	6,005
Rent and rates	3,785	15,509
Bank and credit card charges	2,227	1,258
IT, office and sundry costs	13,308	20,655
Project expenses (Excl. salaries)	10,359	6,500
	219,806	226,392
Grant funding of activities (see note 7)	16,668	933
Share of governance costs (see note 8)	1,444	3,972
	237,918	231,297
Analysis by fund		
Unrestricted funds	177,907	145,125
Restricted funds	60,011	86,172
	237,918	231,297

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

7 Grants payable

	2022 £	2021 £
Grants to institutions:		
Hay Castle Trust	1,305	-
Snowdonia National Park (Yr Ysgwrn)	1,200	-
National Trust	1,000	-
Greenfield Valley Museum	850	-
Royal Welsh Fusiliers Museum	1,200	-
Merthyr Tydfil Leisure Trust	1,200	-
Carmarthanshire Museum	1,200	-
Penmaenmawr Museum	1,200	-
Hen Eglwys Santes Fair	950	-
The Egypt Centre	1,000	-
Milford Haven Museum	1,200	-
Rhondda Heritage Park	1,200	-
	<u>13,505</u>	<u>-</u>
Grants to individuals	3,163	933
	<u>16,668</u>	<u>933</u>

8 Support costs

	Support costs £	Governance costs £	2022 £	Support costs £	Governance costs £	2021 £
Accountancy fees	-	1,440	1,440	-	1,824	1,824
Trustees' expenses and meeting costs	-	4	4	-	2,148	2,148
	<u>-</u>	<u>1,444</u>	<u>1,444</u>	<u>-</u>	<u>3,972</u>	<u>3,972</u>
Analysed between						
Charitable activities	-	1,444	1,444	-	3,972	3,972
	<u>-</u>	<u>1,444</u>	<u>1,444</u>	<u>-</u>	<u>3,972</u>	<u>3,972</u>

Governance costs includes payments to the Independent Examiner of £1,440 (2021- £1,824).

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year. One trustee received reimbursement of subsistence expenses of £4 (2021: £2,148) and one trustee received payment for the provision of a training course (disclosed in Note 21).

10 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
	4	4
	<u>4</u>	<u>4</u>
Employment costs	2022	2021
	£	£
Wages and salaries	100,672	103,699
Social security costs	4,666	4,650
Other pension costs	3,359	3,243
	<u>108,697</u>	<u>111,592</u>

The charity employs 4 (2021:4) part time staff. This equates to 2.8 (2021: 2.8) full time staff.

There were no employees whose annual remuneration was more than £60,000.

11 Net gains/(losses) on investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Revaluation of investments	(1,651)	6,545
	<u>(1,651)</u>	<u>6,545</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

12 Tangible fixed assets

Fixtures, fittings and equipment
£

Cost

At 1 January 2022 6,551

At 31 December 2022 6,551

Depreciation and impairment

At 1 January 2022 6,162

Depreciation charged in the year 389

At 31 December 2022 6,551

Carrying amount

At 31 December 2022 -

At 31 December 2021 389

13 Fixed asset investments

Listed
investments
£

Cost or valuation

At 1 January 2022 50,146

Valuation changes (1,651)

At 31 December 2022 48,495

Carrying amount

At 31 December 2022 48,495

At 31 December 2021 50,146

14 Financial instruments

2022

£

2021

£

Carrying amount of financial assets

Instruments measured at fair value through profit or loss 48,495 50,146

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

15 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	14,923	19,856
Other debtors	-	148
	<u>14,923</u>	<u>20,004</u>

16 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		3,353	6,060
Deferred income	17	9,904	10,000
Trade creditors		517	3,238
Other creditors		562	245
Accruals		1,902	3,582
		<u>16,238</u>	<u>23,125</u>

17 Deferred income

	2022 £	2021 £
Other deferred income	9,904	10,000
	<u>9,904</u>	<u>10,000</u>

Deferred income is included in the financial statements as follows:

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	9,904	10,000
	<u>9,904</u>	<u>10,000</u>
Movements in the year:		
Deferred income at 1 January 2022	10,000	-
Released from previous periods	(5,000)	-
Resources deferred in the year	4,904	10,000
	<u>9,904</u>	<u>10,000</u>
Deferred income at 31 December 2022	<u>9,904</u>	<u>10,000</u>

FOR THE YEAR ENDED 31 DECEMBER 2022

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

Kickstart Scheme grant 2022:	6 month work placement for a young person aged 16-24
Welsh Government Curriculum:	Welsh curriculum consultation & training programme in museums
Linbury 2022:	Delivery of a programme of training & mentoring to a range of museums impacted by COVID-19
Ashley Foundation:	Exploring Cynefin through Creative expression for young people
Welsh Government Part 1:	Welsh curriculum consultation & training programme in museums
Welsh Government Part 2:	Welsh curriculum consultation & training programme in museums
Area Convenors:	For branch expenditure

The Welsh Government funds in deficit are cleared by receipts in 2023.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

Balance at 1 January 2021	Movement in funds		Balance at 1 January 2022	Movement in funds		Balance at 31 December 2022
	Incoming resources			Incoming resources		
£	£		£	£		£
70,000	18,112		88,112	-		88,112
<u>70,000</u>	<u>18,112</u>		<u>88,112</u>	<u>-</u>		<u>88,112</u>
<u>70,000</u>	<u>18,112</u>		<u>88,112</u>	<u>-</u>		<u>88,112</u>

The designated fund is the surplus from the annual conference, training days and other seminars which is retained to fund such events in the future.

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2022

20 Analysis of net assets between funds

	Unrestricted funds 2022 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Designated funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 December 2022 are represented by:								
Tangible assets	-	-	-	-	389	-	-	389
Investments	48,495	-	-	48,495	50,146	-	-	50,146
Current assets/(liabilities)	1,148	88,112	7,057	96,317	535	88,112	(1,144)	87,503
	<u>49,643</u>	<u>88,112</u>	<u>7,057</u>	<u>144,812</u>	<u>51,070</u>	<u>88,112</u>	<u>(1,144)</u>	<u>138,038</u>

GROUP FOR EDUCATION IN MUSEUMS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2022

21 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022 £	2021 £
Aggregate compensation	40,510	-

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

	Services provided	
	2022 £	2021 £
Key management personnel	338	-

One trustee received £337.50 for the provision of a training course.

GROUP FOR EDUCATION IN MUSEUMS

England & Wales - Charity number 1090995

Accounts

Charity number: 1090995
Company number: 4149246

GROUP FOR EDUCATION IN MUSEUMS

(A company limited by guarantee)

Trustees' Report and Financial Statements for the year ended 31 December 2021

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Reference and administrative information

Charity number	1090995	
Company registration number	4149246	
Registered office	Admiral's Office (B7) The Historic Dockyard Chatham Kent ME4 4TZ	
Trustees for this reporting period	Caroline Marcus Kathryn Moore Richard Bruce Laura Hill Jennifer Blay Sarah Cowie Essex Havard Mark Macey Ben Pearce	Chair Deputy Chair Treasurer
Company Secretary	Claire Gisby	
Reporting Accountant	Bradbury Stell Chartered Certified Accountant Unit 2 Beverley Court 26 Elmtree Road Teddington Middlesex TW11 8ST	
Bankers	CAF Bank 25 Kings Hill Avenue Kings Hill ME19 4JQ	



Chair's Statement

GEM has made great developments during 2021 – supporting recovery of the sector post pandemic and enabling the museum learning community to connect and learn together. Listening to feedback from members, and with the support of the Linbury Trust, we have further developed our online learning programmes, mentoring offer, partnerships and advocacy for museum learning. In 2021 we built on the achievements of 2020 to improve our digital capacity and expand our range of sector support. We expanded our online training offer, introduced a new virtual learning platform, and developed new courses to meet the needs of the museum & heritage learning community. We successfully delivered three rounds of the One-to-One mentoring programme, with 37 mentors supporting 115 mentees and provided special membership initiatives for students and freelance members.

To improve fairness in our membership, we introduced four new tiers of membership which included a new lower rate for small museums and heritage sites, ensuring that GEM membership is accessible to everyone, irrespective of the size of their organization and turnover.

We continued to work collaboratively across the four Nations and internationally, expanding GEM's contacts and presence as both a UK and global network. In Wales we consulted with, and provided an initial training programme focused on the introduction of the new Curriculum for Wales, working with GEM Cymru and the Welsh Government. In September, we successfully held our first ever online conference which was attended by over 330 delegates – twice the number of usual attendees to GEM Conference. We were delighted that Maggie Appleton, Director of the RAF Museum and former president of the Museums Association could join us to encourage everyone to consider the future of museum learning in a post pandemic world.

2021 provided an opportunity for GEM to further develop its partnership work. Significant collaborations with organisations including the Museums Association, Engage, Clore Duffield Foundation, NEMO and Kids in Museums enabled GEM to reach a wider audience, demonstrating a joined up strategic approach. GEM has continued to focus on and improve its governance practice, and I would like to recognise the contributions of recently co-opted Trustees Jenny Blay, Laura Hill and Mark Macey – thank you for the skills and expertise that you have brought to the GEM Board.

GEM is a unique community in which we connect and learn together - it is this sense of community that has galvanised the learning sector to support each other and to remain resilient throughout this period of recovery. Participation from members has helped GEM develop as a valuable sector support organisation, enabling us to share practice and support each other for the public benefit. This is not possible without the collaboration of many, whom I wish to thank.

Thank you to our members across the four Nations and beyond for your support and commitment to sharing resources, best practice and ideas with enthusiasm and generosity during challenging times. We are particularly grateful to the GEM Area and Nation representatives and our other volunteers who give up so much of their time and expertise to support GEM. Thank you to the organisations who work collaboratively with GEM for the benefit of the museum and heritage learning sector. Increased collaboration has been one of the positive outcomes arising from the pandemic, which we will continue to build on in the future.

My thanks to the GEM Team who have worked tirelessly (Rachel Tranter, Sara Wallington, Claire Gisby, Jessica England & Devon Turner) and my fellow trustees who have worked so hard in 2021 to ensure GEM's focus on supporting the sector and sharing excellent practice for the public benefit.

A handwritten signature in dark ink, appearing to read 'Caroline Marcus', written in a cursive style.

Caroline Marcus, Chair

Trustees' Report for the year ended 31 December 2021



Image: National Museum Wales

GEM's Vision & Charitable Objects

GEM's **vision** is of a connected and equipped community of people enabling learning across museum, heritage and cultural settings, creating inspiring experiences, relevant for everyone; that promote equality - transform and enrich lives.

GEM's **values** are Belonging, Collaborating, Empowering, Connecting, Expertise and Generosity

GEM's **tagline** is "GEM – we connect and learn together"

GEM delivers its vision through five strategic aims:

- Driving and diversifying membership
- Working towards self-sufficiency with core, profitable business planning
- Realising the Digital Dividend
- Building strategic partnerships for a sustainable future
- Empowering our community

Through these aims GEM fulfils its charitable objects to promote and advance education, especially museum and heritage education, for the public benefit. GEM carries out this object in particular by the provision of training and through sharing of resources in museum and heritage education and also through promoting research into all aspects of museum and heritage education, disseminating the results of research for the benefit of the public.

GEM's Achievements and Impact in 2021

'GEM has really changed for the better in recent years. It is refreshing to see GEM embrace new perspectives and to respond to changes within the sector and supporting professionals to do the same.' Membership Survey Respondent Feb 2022

GEM is a professional network organisation, focused on supporting everyone delivering learning in museums, heritage and cultural settings. GEM provides training and professional development opportunities, 1-1 support, an annual conference and regular events, dedicated representatives across all four Nations of the UK, publications and digital resources, support for sector recruitment, as well as conversations and advocacy about practice and the development of learning.

GEM's mission is to support and empower its community of colleagues to connect and develop their knowledge and skills to deliver learning. At the end of 2021 there were 759 GEM members, 277 of which were Institutional members and 482 Individual members, throughout the UK and beyond. GEM has maintained a large increase in membership over the last few years, demonstrating the continued need and support for GEM from the museum learning sector. 70% of members responding to the 2021 survey stated that GEM membership provided good value for money and over 2200 colleagues engaged with the GEM Jiscmail online discussion group, contributing to GEM's vibrant community of learning practitioners. The Membership Task & Finish Group supported a membership strategy, looking at ways of engaging with lapsed members as well as using member feedback to plan for the future.

Membership numbers at the end of 2021



In 2021, the Linbury Trust and Nimrod Capital made generous contributions towards GEM's core work, enabling us to build upon our support for the sector during the different periods of lockdown to create a renewed offer. This renewed offer focused on the needs of the museum learning community, included increased training - all held online, the One to One mentoring programme, substantial partnership work and support for initiatives across the four Nations.

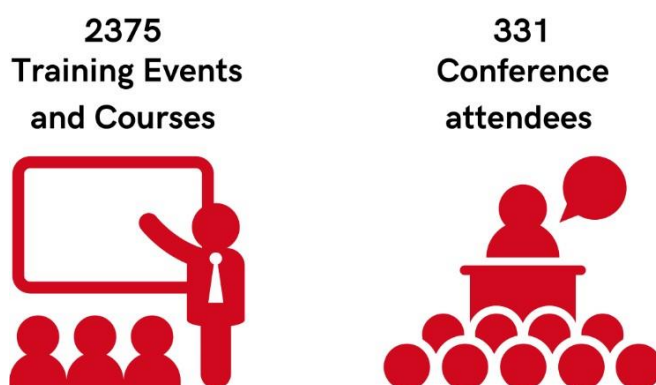
'GEM has been a great resource and has been particularly supportive through COVID'
Membership Survey respondent Feb 2022.

In November 2021, following consultation and agreement at the GEM 2020 AGM, GEM introduced a new structure for Institutional membership to increase fairness and access, in particular for smaller museums. The new structure includes four new membership levels based on turnover. Existing members were invited to select their level at which to renew and online payments were enabled for each of the payment options. For smaller organisations a lower rate was introduced to help remove financial barriers to joining GEM and GEM continued to support freelancers and students through special offers.

Realising the Digital Dividend

Building on the achievements of 2020, in which GEM successfully pivoted to digital, GEM made significant steps forward with online learning delivery in 2021 and the development of mentoring, as part of a programme supported by the Linbury Trust which aimed to help sector recovery.

In total **2375** participants took part in online training and 331 delegates attended GEM's first online conference in 2021, which is a significant increase in GEM's reach and impact from pre Covid participation. Attendance at online training events was overall lower than in 2020 due to a difference in attendance at the GEM Museums Association Conference events compared with the previous year. We also found that the re-opening of museums had impacted on attendances compared with 2020 as museum learning practitioners returned to working onsite.



Online learning

GEM delivered 6 online courses in 2021 involving 171 participants. These courses included *Resilience, Leadership and Me, Developing SEND-Inclusive Learning with Confidence, Creating Sustainable Community Partnerships, Black History and Anti-Racism* and the *Foundation Course*. The Linbury Trust enabled GEM to develop new online courses which encouraged the GEM community to be inclusive and embrace new perspectives. Feedback on all of GEM's online courses has been consistently positive (over 90% good or very good) and participants valued the opportunity to hear from the course directors' / guest speakers and also discuss issues with fellow participants, commenting on the interactive nature of GEM's online training.

The online course evaluations also demonstrated that training had impacted on practice. For example, one of the SEND course participants stated *'as a result of this training, I devised a successful half term trail for our Museum. It was sensory and inclusive and not something I'd have thought of had it not been for attending this course.'*



Image: Anti-Racism Practice and Black History Course, Jean Campbell and Nancy Lyons 2021

Feedback was overwhelming positive and demonstrated the importance of delivering digitally to increase access. As one participant reflected “*Although lovely to meet in person the opportunity to buy a conference ticket for all our team - and the wider museum & volunteers was a massive plus. Increased access and opportunity to attend to many more people*”.

Working with the Culture 24 Let's Get Real programme, GEM piloted virtual networking aimed at different levels of career progression to enable colleagues to connect and learn together alongside the more formal training programmes.

As needs around online training changed over the course of the pandemic and participant availability became more pressured as a result of re-opening, we began to explore options for an online learning platform which would give participants the flexibility they need for a blended learning experience.

By the end of the year GEM had identified that the platform *Teachable* met our requirements and we were able to purchase a year's subscription with a view to implementation in 2022. *Teachable* enables us to communicate with participants, upload content and resources, schedule sessions adding zoom links and also manage bookings. We now have a mechanism for easily uploading pre-recorded content which participants can view in their own time alongside the live Zoom sessions which enable discussion and peer to peer exchange. Supported by the GEM Digital Task & Finish Group, GEM's digital presence continued to grow in 2021, attracting over 10,900 followers on Twitter with 85.5K impressions per month (number of times a tweet has been seen including via re-tweeting) and a growing community on LinkedIn and Instagram.

Working across the four Nations and beyond

831 participants made bookings for GEM Area and Nation events which took place across all of the GEM Nation groups and regions of England. Events encouraged area based networking through coffee & chat meetings and also focused on important topics such as Preparing for Pride, LGBTQIA+ Learning and Engagement (organised by GEM London), Visible Thinking, Early Years, Wellbeing and Covid-19 recovery. A new International group, GEM Italy, formed in January 2021. Founders contributed an article for GEM Case Studies volume 27, Creating Community Partnerships, and a first event was held in Italian in November 2021, focusing on the topic of freelancing. The GEM International Task & Finish Group was established to increase GEM's international presence, leading to a panel event at conference and a new partnership with NEMO to extend the mentoring programme to Europe.

One to One Mentoring Programme



With the support of the Linbury Trust and Nimrod Capital, in 2021 GEM supported 115 mentees through three rounds of the One to One Mentoring programme (March, June and September) and the Foundation Course. The mentees (which represent 38.6% of members responding to the 2021 survey) were supported by 37 GEM mentors.

The motivations for being involved in the programme included developing skills, helping mentees in their current role and helping mentees move into a new role. Crucially the programme has helped mentees develop their confidence through what has been very challenging times. As a result of the impact of this programme during Covid, GEM was shortlisted for the Practising Well Culture Health & Wellbeing Alliance award in recognition of the contribution of the mentoring programme to museum learning practitioner wellbeing.

'Mentoring allowed me to develop new ways of thinking about issues in my role and workplace practice alongside my mentor, who was wonderful and supportive in every way.'

'It has helped me with a new mind set about how I approach my role and the challenges it brings up.'

'Really helpful; supportive, considered, practical and useful. Informative, inspiring and confidence building.'

Mentee feedback 2021

In addition to the mentoring partnerships, in 2021 we developed some resources for prospective mentees and training for mentors. Working with *Editors for Impact* we created an Introduction to the GEM One to One Mentoring programme <https://youtu.be/y926WvrRFtU> and a suite of training videos for GEM mentors relating to Active Listening, managing the mentoring relationship and the GROW model.



Words used by mentors and mentees to describe the One to One programme 2021

Core Competencies

As part of our mission to support and empower our community of colleagues to connect and develop their knowledge and skills to deliver learning, we updated GEM's Competency Framework. This included introducing a new digital skills competency to the existing framework <https://gem.org.uk/gems-competency-framework/> and the creation of a new interactive self-assessment spreadsheet provided in a range of formats.

Feedback from the training was positive, demonstrating the need for more training at different career levels on the competencies *"This will really help me to advocate for my educator specialism and for learning at the heart of what our organisation does. I think it will also help to very quickly identify which skills I can develop in my current job, and which skills I will need to move into another role for the chance to develop. It's really great when the levels are used to target and market training - I share these with colleagues who are working towards different levels."*

Partnerships & Advocacy

GEM focused on developing partnerships in 2021, working with the Museums Association to develop their Learning & Engagement Manifesto. In November, we delivered two *In Practice* sessions at the Museums Association hybrid conference in Liverpool working with Engage – creating sustainable community partnerships and blended learning. These sessions attracted 644 participants in person and online and were made available online after conference, helping to raise GEM's profile and ensuring a wider reach. A number of GEM members were able to secure support from the Museums Association benevolent fund in 2021 and 3 out of 6 of the recently published case studies regarding the fund relate to GEM

<https://www.museumsassociation.org/funding/benevolent-fund/case-studies/>.

We have been working closely with the Art Fund and the Clore Duffield Foundation on initiatives including the Teacher Art Pass and training related to Covid / digital developments.

GEM's new partnership with NEMO (Network of European Museums Organisations) as a result of international development work, led to a new mentoring programme for NEMO members in 2022. With a focus on research, we worked with the University of Newcastle on an AHRC supported project looking at Human Centred Design and recruited a new Journal editor from UCL. We continued to work with the Culture Health and Wellbeing Alliance to develop a UK wide programme relating to health & wellbeing museum learning practice, Fair Museums Jobs to support careers/encourage companionate leadership. We involved Kids in Museums who contributed an editorial for our Case Study publication focused on Young People and worked with Arts Award to promote use of the award in museum & heritage contexts.

GEM continued to work closely with Museums Galleries Scotland delivering training with sessions focused on online learning, loan boxes, GDPR and demonstrating impact.

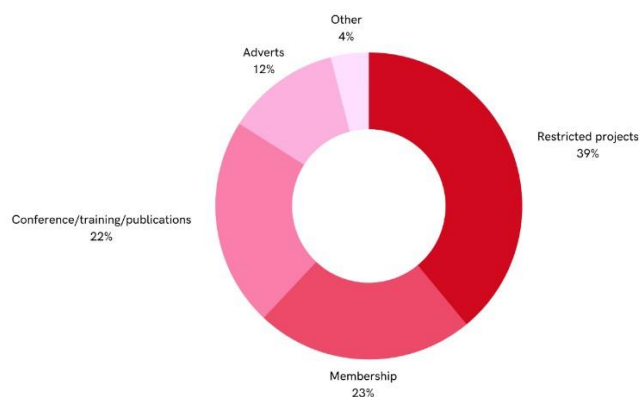
GEM Cymru undertook a project funded by the Welsh Government to undertake consultation & training focused on the introduction of the new Curriculum for Wales. The research which involved both schools and museums demonstrated the opportunity that this change in Wales enables for museums to work more closely with schools, particularly around the delivery of cynefin – a Welsh concept that can be translated as "sense of place".

Financial review

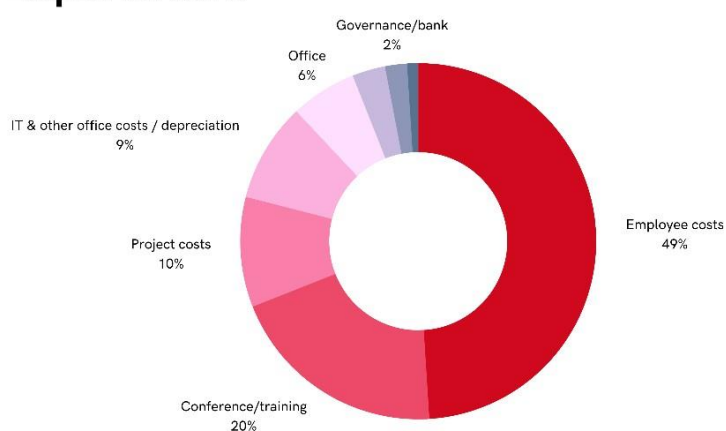
With the support of the Linbury Trust, Nimrod Capital and good levels of earned income, GEM's finances remained stable in 2021, increasing overall turnover due to project funding. Improved income for job advertising and training provides an indicator of sector recovery as well as GEM's longer term resilience in line with the ambitions of the business plan.

GEM retained reserves levels ensuring that the reserve policy and investment in GEM's future development can be resourced in 2022.

Income



Expenditure



Looking forward to 2022

In 2022, we will deliver on the ambitions set out in our Linbury Trust supporting recovery programme which will help museums to extend their reach and deepen their engagement with a wide range of audiences including schools and young people.



Credit: Clifton Suspension Bridge Trust

GEM's focus for 2022 includes the following key areas:

- Creation of blended training delivery
- Continuation of the One to One Mentoring Programme
- Core competencies training (using the new framework)
- Development of a hybrid conference at the Museum of Making, Derby
- Initiatives to support staff wellbeing/resilience and workforce diversity
- Support for freelancers / practitioners who are under-represented in the workforce
- Development of programmes and resources around health and wellbeing
- Supporting museums to develop digital capacity/blended learning and relevance for a wide range of audiences
- Partnership work & advocacy for museum learning including fair pay
- Promotion of environmental responsibility and understanding of climate action



Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government



Going concern

As part of the annual budget setting process and routine financial review, the management and Trustees have reviewed the financial trends and assumptions used in forecasting financial performance of the organisation over a period exceeding 12 months from the date of signing these financial statements and consider that GEM remains a going concern.

Reserves policy & availability and adequacy of assets of each fund

The Trustees consider that the level of reserves presently held by the general fund are necessary to cover any deficits in fundraising that may arise in the present and future years. The Trustees are also mindful of the need to retain general unrestricted funds whenever possible, not least because any unfunded project overspends must be met from these funds. The Trustees are also satisfied that the charity's assets are available and adequate to fulfil its obligations.

Investment powers, policy and performance

The Trustees have devised an investment strategy for GEM the main elements of which are: (a) the approach should be cautious rather than adventurous, and ethical where possible; (b) awareness of the rules around the Financial Services Compensation Scheme; (c) there should be some limited diversification, i.e. moving some surplus cash into a diversified fund to include equities, bonds, property etc and (d) some money could be tied up for up to three years to attract higher rates of interest. The investment strategy and GEM's investments are kept under review by the Board.

Intangible income

GEM is grateful for the contributions of all its volunteers including Trustees, Area Representatives, members and everyone undertaking voluntary roles for GEM.

Small company provisions

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

Public benefit

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regards to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. That guidance addresses the need for all charities' aims to be, demonstrably, for the public benefit.

The report of the Trustees was approved by the Board on the 16 June 2022 and signed on its behalf by



Caroline Marcus, Chair

Independent examination's report to the Members of the company on the unaudited financial statements of Group for Education in Museums

I report on the accounts of the company for the year ended 31 December 2021 which comprise the Statement of Financial Activities (incorporating, the Income and Expenditure account), the Balance Sheet and the related notes.

Respective responsibilities of trustees and reporting accountant

The trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required this year under Section 145 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act;
- follow the procedures laid down in the Directions given by the Charity Commission under Section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of report

My work was conducted in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements;
 - to keep accounting records in accordance with Section 386 of the Companies Act 2006 and Section 130 of the Charities Act 2011; and
 - to prepare accounts which accord to the accounting records, comply with the accounting requirements of Section 396 of the Companies Act 2006 and the Charities Act 2011 have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Robert Stell, FCCA
Chartered Certified Accountant
Unit 2 Beverley Court
26 Elmtree Road
TW11 8ST

Statement of Financial Activities (incorporating the income and expenditure account) for the year ended 31 December 2021

				Year ended 31/12/2021			Year ended 31/12/2020
	Notes	Unrestricted funds £	Restricted funds £	Total £	Unrestricted funds £	Restricted funds £	Total £
Income							
Donations		-		-	-		-
Charitable activities	2	55,233	92,976	148,209	57,176	27,400	84,576
Other trading activities	3	80,297		80,297	44,425		44,425
Investment income - bank interest		11		11	69		69
Gift aid received		4,803		4,803			-
Other income		5,177	0	5,177	17,659	44,850	62,509
Total income		145,521	92,976	238,497	119,330	72,250	191,580
Expenditure							
Raising funds		-	-	-	-	-	-
Charitable activities	4	145,125	86,172	231,297	84,238	86,747	170,985
Total resources expended		145,125	86,172	231,297	84,238	86,747	170,985
Net incoming resources before transfers		396	6,804	7,200	35,092	(14,497)	20,595
(Loss)/Gain on investments		6,545		6,545	(1,935)		(1,935)
Net movement in funds		6,941	6,804	13,745	33,157	(14,497)	18,660
Total funds brought forward		132,242	(7,949)	124,293	99,085	6,548	105,633
Total funds carried forward		139,183	(1,145)	138,038	132,242	(7,949)	124,293

The notes 1 to 11 form an integral part of these financial statements.

Balance Sheet as at 31 December 2021

	Notes	£	2021 £	£	2020 £
Fixed assets					
Tangible assets	8		390		778
Investment - CAF Equity Growth Fund			<u>50,146</u>		<u>43,601</u>
Total fixed assets			50,536		44,379
Current assets					
Debtors	9	20,003		16,447	
Cash at bank and in hand		<u>90,624</u>		<u>103,612</u>	
		110,627		120,059	
Creditors: amounts falling due within one year	10	<u>(23,125)</u>		<u>(40,145)</u>	
Net current assets			<u>88,502</u>		<u>79,913</u>
Total assets less current liabilities			<u>138,038</u>		<u>124,293</u>
Funds					
Unrestricted Funds			51,071		62,242
Designated funds			88,112		70,000
Restricted income funds	11		<u>(1,145)</u>		<u>(7,949)</u>
Total funds			<u>138,038</u>		<u>124,293</u>

The company was entitled to exemption from audit under section 193 and 353(1) of the Charity Act 2011.

The members have not required the company to obtain an audit in accordance with section 193 and 353(1) of the Charity Act 2011.

The trustees acknowledge their responsibilities for complying with the requirements of the Charity Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies' subject to the small companies' regime and in accordance with FRS102 SORP.

The financial statements were approved and authorised for issue by the Board on 30th of April 2022 and signed on its behalf by;



Caroline Marcus
Chair

Notes to Financial Statements for the year ended 31 December 2021

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding period.

1.1. Accounting convention

The charity constitutes a public benefit entity as defined by FRS 102. 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

1.2. Fund accounting

The charity maintains a general unrestricted fund that is expendable at the discretion of the Trustees in furtherance of the objects of the charity. This fund may be held in order to finance both capital investment and working capital.

The policy in respect of the unrestricted designated fund is that the surplus from the annual conference, training days and other seminars will be available to fund such events in the future and will not be used for any other purpose.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the Board of Trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

There is no formal policy for transfers between funds.

1.3. Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Grants received and specified by the donor as relating to specific accounting periods are deferred on an accrual's basis to the period to which they relate. Such deferrals are shown as creditors in the accounts.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Consultancy service income is recognised when the services are performed in accordance with the terms of the contract. GEM only undertakes consultancy contracts which are relevant to its charitable objects and will not adversely affect the delivery of its core activities.

Income from investments is included in the year in which it is receivable.

Royalty income is ascertained and recognised when royalty statements are received.

Income from conference, training days and study weekends is included in the period in which the conference, training day or study weekend takes place.

Membership subscriptions are recognised as received and released over the period to which they relate. The unexpired portion of members' subscriptions received at the balance sheet date is carried forward as deferred income.

1.4. Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates. Expenditure incurred at the balance sheet date that relates to events taking place after the balance sheet date is carried forward as deferred expenditure.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs are those costs incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements. In respect of certain items of expenditure, it is a matter of judgement as to whether such items are direct charitable expenditure or are administrative, and the Trustees have applied what they consider reasonable judgements in apportioning such costs.

1.5. Tangible fixed assets and depreciation

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

Fixtures, fittings and equipment - 25% straight line

Expenditure of a capital nature of less than £200 is not capitalised.

1.6. Listed asset investments

Listed investments are measured at fair value with changes in fair value being recognised in profit and loss.

2. Income - charitable activities

	Year ended			Year ended		
	Unrestricted funds	Restricted funds	31/12/2021 Total	Unrestricted funds	Restricted funds	31/12/2020 Total
Professional development						
Annual conference	8,851		8,851	973		973
Training Events	40,586	-	40,586	29,799	-	29,799
Art Fund		500	500		4,500	4,500
NHLF		6,850	6,850		27,400	27,400
CRF 1		38,550	38,550		2,950	2,950
CRF 2		20,700	20,700			
Linbury		25,000	25,000			
Area Conveners		1,376	1,376			
Heritage Emergency Fund					37,400	37,400
NHLF - Stronger GEM Project					27,400	
	49,437	92,976	142,413	30,772	72,250	103,022
Interest	11		11	69		69
Publications	2,405		2,405	1,239		1,239
Advertising	28,455		28,455	12,415		12,415
Other	9,980		9,980	17,659		17,659
Member Subscriptions	55,233		55,233	57,176		57,176
	145,521	92,976	142,413	119,330	72,250	191,580

3. Income- other trading activities

	Unrestricted funds	Year ended 31/12/21 Total	Year ended 31/12/19 Total
	£	£	£
Adverts, publications, conference and training	80,297	80,297	44,425

4. Expenditure- costs of charitable activities

	Unrestricted funds	Restricted funds	Year ended 31/12/2021 Total	Unrestricted funds	Restricted funds	Year ended 31/12/2020 Total
Grants payable	933		933	674		674
Conference and course costs	24,020	40,464	64,484	10,659	3,500	14,159
Publication costs	6,005		6,005	7,216		7,216
Salaries, NI and pension costs	70,760	40,832	111,592	46,633	20,228	66,861
Office rent	13,001	2,508	15,509	6,166	3,344	9,510
Governance costs (Note 5)	3,972		3,972	2,767		2,767
Bank and credit card charges	1,258		1,258	1,081		1,081
IT, office and sundry costs	18,288	2,367	20,655	8,654	195	8,849
Depreciation	389		389	389		389
NHLF Project expenses (excl.salaries)	6,500	-	6,500		59,480	59,480
	145,125	86,171	231,296	84,238	86,747	170,985

5. Governance costs

	Unrestricted funds £	Year ended 31/12/21 Total £	Year ended 31/12/20 Total £
Accountancy fees	1,824	1,824	1,488
Trustees' expenses and meeting costs	2,148	2,148	1,279
Annual return fees	-	-	-
	3,972	3,972	4,768

6. Employees

	Year ended 31/12/21 £	Year ended 31/12/20 £
Employment costs		
Wages and salaries	62,866	79,677
Social security costs	4,650	2,582
Auto-enrolment pension costs	3,243	2,338
	70,760	84,597

Number of Employees

The average monthly numbers of employees (including the Trustees) during the year, calculated on the basis of full-time equivalents, was as follows:

	Year ended 31/12/21	Year ended 31/12/20
Trustees	9	8
Administrator (0.8 FTE), Communications Mgr (0.8), Director (0.8), Finance Manager (0.4)	2.8	2.4
	<u>11.8</u>	<u>10.4</u>

This is to confirm that no employee earned over £60,000.

7. Transactions with Trustees

The following costs were reimbursed to the trustees.

	Year ended 31/12/21	Year ended 31/12/20
	£	£
Travel, hotel and subsistence	<u>-</u>	<u>538</u>

The Trustees were not paid any remuneration for the year ended 31 December 2021 or for the period ended 31 December 2020.

8. Tangible fixed assets**Fixtures, fittings and equipment****Cost**

At 1 January 2021	6,551
Additions	-
At 31 December 2021	<u>6,551</u>

Depreciation

At 1 January 2021	5,774
Charge for the year	388
At 31 December 2021	<u>6,163</u>

Net book values

At 31 December 2021	<u>389</u>
At 31 December 2020	<u>777</u>

9. Debtors

	2021 £	2020 £
Trade debtors	19,856	16,447
Prepayments, stock and other debtors	148	3,494
	<u>20,003</u>	<u>5,443</u>

10. Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	3,238	3,516
Creditors and accruals	13,827	36,230
Social security and other taxes	6,060	399
	<u>23,125</u>	<u>40,145</u>

11. Restricted funds

	At 01.01. 2021	Incoming resources	Outgoing resources	Transfer	At 31.12. 2021
	£	£	£		£
Emergency funding & Project funding	– (7949)	92,976	(86,172)		(1,145)
Total	<u>(7949)</u>	<u>92,976</u>	<u>(86,172)</u>		<u>(1,145)</u>

The income relating to the deficit outstanding shown above was received in January 2022.

GROUP FOR EDUCATION IN MUSEUMS

England & Wales - Charity number 1090995

Accounts

Charity number: 1090995
Company number: 4149246

GROUP FOR EDUCATION IN MUSEUMS

(A company limited by guarantee)

Trustees' Report and Financial Statements for the year ended 31 December 2020

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Reference and administrative information

Charity number	1090995	
Company registration number	4149246	
Registered office	The Joiners Shop (unit 10) The Historic Dockyard Chatham Kent ME4 4TZ	
Trustees	Caroline Marcus Kathryn Moore Richard Bruce Laura Hill Jennifer Blay Sarah Cowie Essex Havard Ben Pearce	Chair Deputy Chair Treasurer
Company Secretary	Claire Gisby	
Reporting Accountant	Bradbury Stell Chartered Certified Accountant Unit 2 Beverley Court 26 Elmtree Road Teddington Middlesex TW11 8ST	
Bankers	CAF Bank 25 Kings Hill Avenue Kings Hill ME19 4JQ	



Chair's Statement

The Covid-19 global pandemic has created enormous challenges for the cultural sector including GEM. Over the last year, GEM has focused on how best to provide support; transforming the way we work as a result. The impact of the pandemic has had a dramatic impact on GEM's resilience. Despite the enormity of challenges, GEM was proactive and looked at ways it could best support the sector, aiming to make a positive difference. We were fortunate to receive support from the National Lottery Heritage Emergency Fund and the Covid Recovery Fund, enabling GEM to respond to the needs of the learning sector, develop our services and in particular, to re-purpose our courses and events online.

Our focus during the last two years has been to create *a stronger GEM for a stronger sector*. Our NLHF resilient heritage project reached its conclusion in December 2020 and as a result, we are confident that GEM has become a stronger organisation with a clear new vision and direction. We have improved GEM's governance and welcomed new Trustees who can support our work through their skills and experience. Our new business plan and refined ethos has enabled GEM to transform itself to become more responsive to the sector's needs and more collaborative in our approach and outlook.

In 2020, we worked closely with Museums Galleries Scotland, the Welsh Museums Federation and the Northern Ireland Museums Council to deliver training, demonstrating our full commitment to our work in all four nations of the UK. With initiatives to support freelancers and students during the pandemic, our membership has grown, and our Area and Nation representatives have enabled our membership to be supported across the four nations. GEM members actively contributed to GEM's work in 2020 through Education Skills Sharing sessions, GEM Training, mentoring and case studies / publications. The launch of our new, free One to One Mentoring programme had a positive impact supporting over 239 mentees facing furlough, uncertainty, redundancy, and other workplace challenges. This programme was supported by 91 volunteer mentors to whom we convey sincere thanks. Thanks to Nimrod Capital and the Linbury Trust we are able to continue this valuable programme for another two years.

GEM is committed to working collaboratively. In 2020, we built on our partnership work with Engage to work together with the Clore Duffield Foundation on their Covid Secure guidance and support programme. GEM created three successful sessions for the Museums Association (MA) virtual conference and worked together to support the launch of the MA Learning & Engagement Manifesto. GEM recognised that the pandemic highlighted and exacerbated inequalities and threats including climate change. As well as re-purposing our existing courses online, we created new training programmes including an anti-racism course, demonstrating our commitment to combatting racism in the cultural sector. We partnered with The Black Curriculum and developed training focused on decolonisation. The GEM Virtual AGM included a keynote by Henry McGhie on the sustainable development goals, continuing our commitment to address climate change as an organisation.

GEM is a unique community in which we connect and learn together - it is this sense of community that has galvanised the learning sector in such difficult times to support each other and to remain resilient. Participation from members has helped GEM develop as a valuable sector support organisation, enabling us to share practice and support each other for the public benefit. This is not possible without the collaboration of many, whom I wish to thank.

Thank you to our members across the four nations and beyond for your support and commitment to sharing resources, best practice and ideas with enthusiasm and generosity during challenging times. We are particularly grateful to the GEM Area and Nation representatives and our other volunteers who give up so much of their time and expertise to support GEM. Thank you to the organisations who work collaboratively with GEM for the benefit of the museum and heritage learning sector. Increased collaboration has been one of the positive outcomes arising from the pandemic, which we will continue to build on in the future. My thanks to the GEM Team (Rachel Tranter, Devon Turner, Sara Wallington and Claire Gisby) and my fellow trustees who have worked so hard in 2020 to ensure GEM's focus on supporting the sector and sharing practice for the public benefit.

A handwritten signature in dark ink, reading 'Caroline Marcus' in a cursive style.

Caroline Marcus, Chair

Trustees' Report for the year ended 31 December 2020



GEM's Vision

GEM's **vision** is of a connected and equipped community of people enabling learning across museum, heritage and cultural settings, creating inspiring experiences, relevant for everyone; that promote equality - transform and enrich lives.

Our **values** are Belonging, Collaborating, Empowering, Connecting, Expertise and Generosity

Our **tagline** is GEM - we connect and learn together

GEM's Achievements and Impact in 2020

"Keep doing what you are doing, it has been great to feel part of a united community in a time when everything seems so uncertain." GEM Webinar attendee 2020

"I appreciate how much GEM have stepped up to the plate in lockdown. I took out personal membership because the quality of the provision for museum education professionals was so good, timely and practical." GEM Webinar attendee 2020

GEM is a professional network organisation, focused on supporting everyone delivering learning in museums, heritage and cultural settings. GEM provides training and professional development opportunities, 1-1 support, an annual conference and events, dedicated representatives across all four Nations of the UK, publications and digital resources, support for sector recruitment, as well as conversations and advocacy about practice and the development of learning.

GEM's mission is to support and empower its community of colleagues to connect and develop their knowledge and skills to deliver learning. At the end of 2020, GEM's 787 members included 267 institutional and 520 individual members, throughout the UK and beyond. This is a **62% increase** on 2019 membership figures with a large increase in individual membership. Membership increases resulted from the student/unwaged and freelance offers which GEM made during the pandemic and were also due to the uptake in training and mentoring offers. The GEM JISCMAIL online discussion group has over 2200 museum and heritage professionals contributing to GEM's community of museum and heritage learning practitioners.

In March 2020 GEM distributed a comprehensive membership survey designed by Paddy McNulty which led to the creation of a Membership Strategy. This strategy had some key recommendations around clarifying & ensuring member benefits, establishment of a mentoring scheme, recruiting representatives across every area/nation of the UK, developing a tiered membership structure and the importance of GEM working at a strategic level, advocating for learning. These actions have been incorporated into GEM's business plan and in spite of the challenges GEM faced due to Covid-19, significant progress towards these key areas have been made in 2020.

Membership numbers at the end of 2020



Impact of Covid-19 and pivoting to digital

Covid-19 has had a significant impact on GEM and the museum & heritage learning sector. In 2020 Covid-19 had a dramatic impact on GEM's projected income due to the loss of job advertising, training and annual conference earned income. The first lockdown had an immediate effect on GEM as all museums, libraries, galleries, archives, and other heritage sites closed their doors. GEM's scheduled in-person training has to be cancelled as a result including the Foundation Course (Manchester), the Advanced Learning Curve and Budapest Study Trip resulting in refunds. GEM's last in-person event prior to lockdown was the area/nation reps meeting held at the Jewish Museum on the 12 March.

GEM re-purposed a planned in-person event on early years online as part of Museum Hour, and this led to a successful series of member skills sharing sessions via Twitter which engaged 330 participants between March and July. These sessions led to a new programme of online workshops responding to the needs of the sector. Topics focused on virtual classrooms and covid secure loan boxes to help the sector prepare for a dramatic change in the way that learning needed to be delivered in the pandemic. Colleagues from the Jewish Museum, Leeds Museums & Galleries, the Fitzwilliam Museum and many more shared their expertise in this series of interactive workshops held online.

"Webinars have become a great addition to the programmes of organisations like GEM, they allow people from across the country to attend focused sessions without the expense or travel time. I feel it's easy to justify an hour in my diary for an interesting webinar, and it makes me feel part of the bigger organisation." Webinar attendee 2020

With the support of the Heritage Emergency Fund, Culture Recovery Fund and Art Fund, GEM was able to respond to the changing environment and crucially pivot to digital, extending services for members. This in turn enabled GEM (following a challenging start to the year) to operate sustainably in 2020. Feedback to GEM's online delivery has been overwhelmingly positive with over 90% of participants stating that the courses/events were either good or very good and as a result membership has increased further supporting GEM's resilience. Funding support enabled GEM to engage a wider range of people in heritage learning with transport barriers removed and investment to develop new courses, supporting the sector to focus on diversifying audiences.



One to One Mentoring Programme

Given the immense challenges that the sector was facing with many colleagues on furlough and others covering multiple roles within reduced teams, GEM launched its new One to One mentoring programme in April supported by Nimrod Capital and managed by Melissa Maynard. GEM recruited and trained mentors from the heritage sector to provide 2-3 sessions for each prospective mentee.

The programme was an overwhelming success and following the initial round in early 2020 open to members and non-members, two further mentoring rounds supported by the Culture Recovery Fund took place between July and the end of the year. Due to Covid-19 restrictions all mentoring conversations were undertaken using digital platforms (e.g., Zoom) or by telephone, which meant that unlike previous mentoring undertaken (through the GEM Foundation Course: Museum Learning) matching was undertaken based on skills and development needs rather than geographical proximity. Mentees were recruited from all four nations of the UK and even further afield, mentors were provided with training and support and 98% of survey respondents were very satisfied or satisfied with their matched mentoring partnership.



As a result of this work GEM was shortlisted for the Practising Well Culture Health and Wellbeing Alliance Award in 2021. Words used by mentors & mentees to sum up the mentoring experience included below.

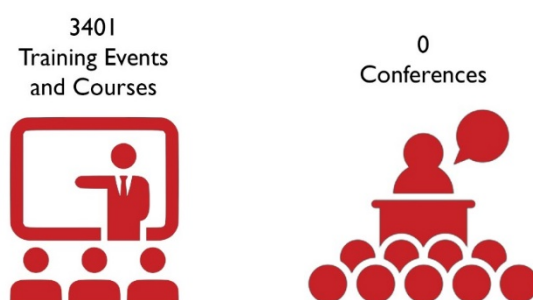
"GEM was delighted to receive support from the Heritage Emergency Fund, Culture Recovery Fund and Art Fund. This combined support enabled GEM to continue supporting our community of colleagues to enable learning in museums, heritage, and cultural settings. This programme allowed us to support up museum professionals during challenging times to receive mentoring as part of our new One to One Mentoring Programme and support through our much-needed training programmes. The funding received in 2020 enabled GEM to remain sustainable and relevant throughout the pandemic, growing new online learning programmes, and responding rapidly to sector needs".



GEM Chair of Trustees Caroline Marcus

Professional development

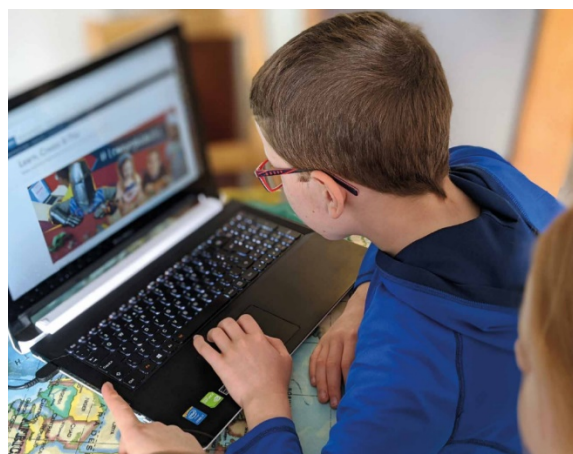
In 2020 GEM engaged 3401 participants in online training. This compares with the 368 people who were involved in GEM's in person professional development programme in 2019 (229 for training & events and 139 for the 2019 conference in Torquay). While no conferences took place in 2020 due to Covid-19, GEM saw an unprecedented increase in uptake in training events online.



GEM's virtual AGM held on the 2 November included a keynote from Henry McGhie on GEM's new vision in the context of the Sustainable Development Goals, was well attended with 73 participants. GEM's new vision was agreed unanimously at the AGM providing GEM with the confidence to create a new way forward. GEM's branding was subsequently updated with the new tagline "We Connect and Learn Together".

With the support of the Heritage Emergency Fund, Culture Recovery Fund and Art Fund GEM successfully pivoted to a new model of virtual learning, creating new online courses, training events and resources which respond to the needs of the sector. Our online developments helped museums and heritage organisations develop their own online learning offer, as well as consider the needs of a wide range of audiences in their work. GEM provided support to hundreds of museum and heritage learning professionals at this difficult time and helped them to continue to develop their practice for the benefit of the public. By the end of 2020, GEM successfully repurposed three existing courses online (Heritage Interpretation, Foundation Course and Resilience, Leadership & Me), developed & delivered a new online training course, Anti-Racism in Practice, and developed a new special educational needs and disabilities course for delivery in March 2021.

In addition to its own expanded online training programme, GEM was invited by the Museums Association (MA) to delivery In Practice sessions as part of the MA Online conference 3-6 November in in partnership with Engage. The three sessions which were programmed by GEM, focused on virtual learning, video production and Covid secure learning reached 999 delegates.



Partnerships

GEM continued to develop its partnerships in 2020, working with organisations across all four nations of the UK. GEM worked closely with the Museums

Association and Engage on the preparation and launch of the MA Manifesto for Learning and Engagement. The Clore Duffield Foundation invited GEM and Engage to work with them on a sustained programme of support around Covid secure learning. This partnership led to an invaluable guide on the Space for Learning website and regular events.

In November 2020, GEM partnered with the Fair Museum Jobs to deliver the FMJ Careers Summit, supported by The Art Fund. The summit welcomed 3992 participants over the course of a week in 60 events, and 4300 people were involved, including panellists. This partnership has been very positive for raising GEM's profile and focus on supporting careers in the museum and heritage sector. GEM delivered training for Share East and South East Museum Development focusing on remote learning and learning & the black curriculum.

GEM liaised with the Arts Council in 2020 and worked closely with Engage, Association of Heritage Interpretation, the Culture Health and Wellbeing Alliance (CHWA), Learning Outside the Classroom, the Sandford Award and the Museums Alliance.

GEM's work across the four nations and beyond

GEM continued to develop work across all four nations of the UK in 2020. GEM formed a new partnership with the Northern Ireland Museums Council through the delivery of online training sessions which led to the recruitment of Rachel McCrance, Michael Fryer and Rachel Toner – GEM's new nation representatives for Northern Ireland. GEM delivered online training in partnership with the Welsh Museums Federation and Museums Galleries Scotland and in February 2020, a visit to meet with the president of the Welsh Museum Federation and National Museums Wales led to creation of a GEM Cymru working group focused on the Welsh Curriculum and the opportunities it provided to museums in Wales.

By the end of 2020 GEM successfully recruited representatives in every region of England, and established Nation representatives Scotland, Wales, and Northern Ireland to ensure that members have the opportunity to engage with GEM in their own country or area. Towards the end of 2020 GEM Italy was established signalling GEM's increasing presence internationally.

GEM's commitment to increasing diversity

GEM is committed to promoting diversity in all areas of its work and this is reflected in the new GEM Vision with its focus on equality and relevance. GEM was the first heritage organisation to sign a joint statement on anti-racism in response to the murder of George Floyd, and in the autumn of 2020, we pioneered an anti-racism course which has been in high demand with long-lasting impacts for the participants who took part. We have been working with The Black Curriculum and GEM members to promote approaches to decolonising the curriculum and greater inclusion of black history.

GEM is committed to supporting its members from black, Asian, and other ethnic minority backgrounds and works regularly with Museum Detox and other sector organisations who are committed to inclusion and fairness including Museum Freelance and Fair Museum Jobs. Our mentoring programme has supported a large number of mentors and mentees with issues around diversity

and inclusion and we aim to work with them to support museum and heritage professionals who have been most impacted by Covid -19 through the challenges of furlough, redundancy, budget cuts or lack of work. GEM promoted Board vacancies through networks such as Museum Detox and is committed to increasing organisational diversity through its Board and through its courses and course leaders.

A Stronger GEM for a Stronger Sector

GEM's two-year project A Stronger GEM for a Stronger Sector, supported by the National Lottery Heritage Fund was completed in December 2020 (following a 3 month extension agreed by NLHF). This project has had a significant positive impact on GEM and its work to support members. As a result of this change project, GEM's governance has been completely transformed, GEM has a new vision & mission created jointly with members, and a robust 5 year business plan to guide GEM's strategic planning.

The GEM Business Plan has four aims:

Aim 1 Driving and diversifying members

Aim 2 Working towards self-sufficiency through core profitable business

Aim 3 Realising the digital dividend

Aim 4: Building strategic partnerships for a sustainable future

The plan was agreed by GEM Board in September 2020 and has subsequently been updated in 2021 to take account of the impact of Covid-19, GEM's developing business model and actions arising from the Legacy Plan. The Stronger GEM Legacy Plan, created in partnership with Paddy McNulty Associates, was developed to ensure the continuing impact of the project. This plan highlights the legacy of the project in terms of Governance, Organisational Development, Financial sustainability, and Membership and provides GEM with an outline of roles and responsibilities to secure a continuing legacy post-project.

The Stronger GEM project included training for trustees, staff, members, and area / nation representatives and as a result has strengthened the focus and drive of the combined team.

GEM is outward looking, engaging members and stakeholders, and developing collaborations with partners throughout the UK. GEM Trustees, the Director and staff retain a clear line of sight to the mission and high quality in delivery of the services the organisation provides to supporting museums and museum professionals.

Governance Review Consultants, Hilary Barnard and Ruth Lesirge November 2020

GEM's new vision sets out a bold commitment that GEM intends to play a bigger part in the world – both the world of museums, and the wider world. GEM enables the learning sector to reflect on the differences they want to make, to imagine and debate the worlds that they want to see and expect to inhabit, and equipping them with practical skills, encouragement, and opportunities to make those ideas reality. That is how society will be transformed, one person at a time, supported by museum workers, in museums everywhere.

Publications

In 2020 GEM published two Case Study publications and the annual Journal. The Case Studies focused on Early Years and Remote Learning. The Journal was guest edited by edited Nicola Wallis, Kate Noble and Lawrence Bradby with support from our Journal editor Neil Herrington brings together accounts from practitioners across the UK and beyond who describe their experience of working with young children taking account of the theoretical frameworks and research evidence that inform and shape practice. In March 2020, the themes relating to this publication formed the basis for a Museums Hour event to replace the planned in-person event at Kettles Yard which was cancelled due to the pandemic.

The *Remote Learning in Museums, Heritage and Cultural Settings* Case Study publication drew together all of the best practice in virtual learning developed during lockdown. It was supported by The Art Fund and made available digitally, and hard copy by request, in December 2020.

Organisation developments

GEM was able to continue to work throughout lockdown and took the decision not to furlough staff. Given that the GEM team is less than 3 FTE, furlough would have meant that GEM would have ceased to function. Fortunately, we were able to support members at a time when we were needed more than ever, repurposing our programmes to be delivered online, responding to the sector through the different stages of the pandemic. GEM's social media presence and profile in the sector continued to grow achieving 10,000 twitter followers by December 2020. At the end of 2020, GEM strengthened its staff team by changing the status of the Director and Communications Manager posts to permanent contracts and capacity was enhanced through the support of the Culture Recovery Fund.

Having served two terms, Sue Pope stepped down as Trustee at the AGM in November 2020. Sue has been a dedicated Trustee through a period of change at GEM and the Board is very grateful to her for continuing to Chair the Membership Task & Finish Group as well as for taking on the new role of GEM Freelance representative. Following a call for nominations based on a skills audit, and a process of interviews, Jenny Blay and Laura Hill were co-opted as GEM Trustees in December 2020. GEM Board, together with a number of volunteers with relevant expertise, supported GEM's strategic direction through a number of task & finish groups in 2020 including Digital, Membership, Vision & Training, Fundraising, Finance and Operations and Nominations committee.

GEM developed its operations through the implementation of a new database working with Good CRM which has enabled online payments for membership.

Financial review

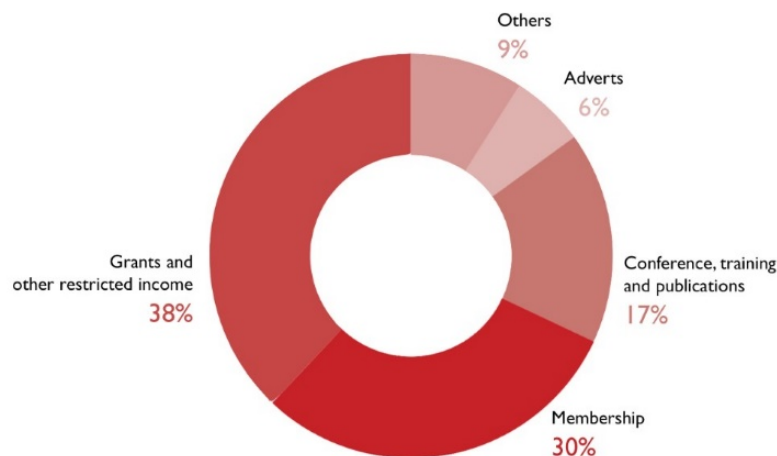
Following a period of uncertainty, GEM's finances stabilised through the support received from the Heritage Emergency Fund (£37,400) and Culture Recovery Fund (£41,500). The Art Fund provided GEM with a grant of £5000 to

develop online training and resources relating to remote learning. GEM's core costs were further supported by a small grant from Medway Council.

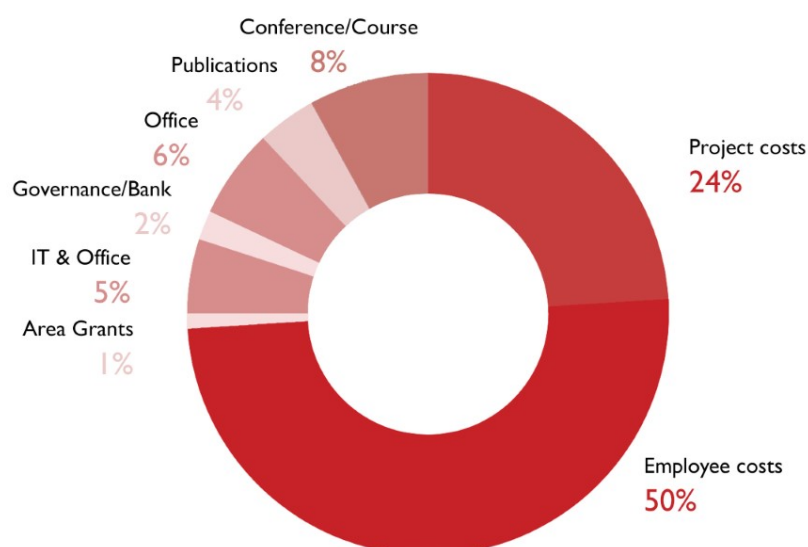
Fortunately due to increased activities and services, membership income grew, while other areas of earned income reduced due the pandemic. Income from grants increased to 38% of overall income compared with 26% in 2019 as a result of emergency funding support.

The introduction of four new membership rates, tiered according to different scales of organisation, was agreed unanimously at the 2020 AGM. GEM subsequently decided to postpone the implementation of the new rates to December 2021 due to museum closures as a result of the subsequent lockdowns and impact on the sector. In spite of the financial challenges of 2020, which included fluctuations in the value of GEM's equity fund where a larger proportion of reserves are held, GEM ended 2020 positively with reserve levels intact.

Income



Expenditure



Priorities for 2021

The delivery of GEM's 5-year business plan, new vision and legacy plan is the priority for 2021. We will focus on supporting the needs of our members and being responsive through the One to One mentoring programme, training provision and beneficial partnership working. We will implement the remaining governance recommendations of the Stronger GEM project, including the planned update to the GEM Memorandum of Association and Articles of Association. We will continue to develop GEM's digital capabilities to create an improved website, facility for online payments, virtual membership hub and successful delivery of the first GEM digital conference.

We will update the GEM Core Competencies to reflect digital developments in museum learning and be an active advocate for museum & heritage learning utilising our fundraising strategy to develop new initiatives. With our growing membership, we will support our area and nation representatives to deliver support for members across all four nations of the UK enabling everyone to connect and learn together to create inspiring experiences, relevant for everyone; that promote equality - transform and enrich lives.

Going concern

As part of the annual budget setting process and routine financial review, the management and Trustees have reviewed the financial trends and assumptions used in forecasting financial performance of the organisation over a period exceeding 12 months from the date of signing these financial statements and consider that GEM remains a going concern.

Reserves policy & availability and adequacy of assets of each fund

The Trustees consider that the level of reserves presently held by the general fund are necessary to cover any deficits in fundraising that may arise in the present and future years. The Trustees are also mindful of the need to retain general unrestricted funds whenever possible, not least because any unfunded project overspends must be met from these funds. The Trustees are also satisfied that the charity's assets are available and adequate to fulfil its obligations.

Investment powers, policy and performance

The Trustees have devised an investment strategy for GEM the main elements of which are: (a) the approach should be cautious rather than adventurous, and ethical where possible; (b) no more than £50,000 should be deposited with any one bank; (c) there should be some limited diversification, i.e. moving some surplus cash into a diversified fund to include equities, bonds, property etc and (d) some money could be tied up for up to three years to attract higher rates of interest. The investment strategy and GEM's investments are kept under review by the Board.

Intangible income

GEM is grateful for the contributions of all its volunteers including Trustees, Area Representatives, members and everyone undertaking voluntary roles for GEM.

Small company provisions

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

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Public benefit

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2006 to have due regards to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. That guidance addresses the need for all charities' aims to be, demonstrably, for the public benefit.

The report of the Trustees was approved by the Board on the 16 June 2021 and signed on its behalf by



Caroline Marcus
Chair

Independent examination's report to the Members of the company on the unaudited financial statements of Group for Education in Museums

I report on the accounts of the company for the year ended 31 December 2020 which comprise the Statement of Financial Activities (incorporating, the Income and Expenditure account), the Balance Sheet and the related notes.

Respective responsibilities of trustees and reporting accountant

The trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required this year under Section 145 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act;
- follow the procedures laid down in the Directions given by the Charity Commission under Section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of report

My work was conducted in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a "true and fair view", and the report is limited to those matters set out in the statement below.

Statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements;
 - to keep accounting records in accordance with Section 386 of the Companies Act 2006 and Section 130 of the Charities Act 2011; and
 - to prepare accounts which accord to the accounting records, comply with the accounting requirements of Section 396 of the Companies Act 2006 and the Charities Act 2011 have not been met;or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Robert Stell, FCCA
Chartered Certified Accountant
Unit 2 Beverley Court
26 Elmtree Road
TW11 8ST

**GROUP FOR EDUCATION IN
MUSEUMS** (A company limited
by guarantee)

**REPORT
AND**

**FINANCIAL STATEMENTS FOR YEAR ENDED 31
DECEMBER 2020 Statement of Financial
Activities**

Statement of Financial Activities (incorporating the income and expenditure account) for the year ended 31 December 2020

		Unrestric ted funds	Restrict ed funds	Year ended 31/12/2 020 Total	Year ended 31/12/2 019 Total
	Note s	£	£	£	£
Income					
Donations		-		-	47
Charitable activities	2	57,176	27,400	84,576	113,520
Other trading activities	3	44,425		44,425	32,794
Investment income - bank interest		69		69	195
Gift aid received				-	-
Other income		17,659	44,850	62,509	1,358
Total income		<u>119,330</u>	<u>72,250</u>	<u>191,580</u>	<u>147,914</u>
Expenditure					
Raising funds		-	-	-	1,634
Charitable activities	4	84,238	86,747	170,985	158,475
Total resources expended		<u>84,238</u>	<u>86,747</u>	<u>170,985</u>	<u>160,110</u>
Net incoming resources before transfers		35,092	(14,497)	20,595	(12,196)
(Loss)/Gain on investments		(1,935)	-	(1,935)	6,591
Net movement in funds		<u>33,157</u>	<u>(14,497)</u>	<u>18,660</u>	<u>(5,605)</u>
Total funds brought forward		99,085	6 ,548	105,633	105,633
Total funds carried forward		<u>132,242</u>	<u>(7,949)</u>	<u>124,293</u>	<u>100,028</u>

The notes 1 to 11 form an integral part of these financial statements.

Balance Sheet as at 31 December 2020

	Note	2020	2019
	s	£	£
Fixed assets			
Tangible assets	8	778	1,167
Investment - CAF Equity Growth Fund		43,601	45,537
Total fixed assets		44,379	46,704
Current assets			
Debtors	9	16,447	5,443
Cash at bank and in hand		103,612	62,430
		120,059	67,873
Creditors: amounts falling due within one year	10	(40,145)	(8,943)
Net current assets		79,914	58,930
Total assets less current liabilities		124,293	105,633
Funds			
Unrestricted income funds		62,242	99,085
Designated funds		20,000	-
Contingency reserve		50,000	-
Restricted income funds	11	(7,949)	6,548
Total funds		124,293	105,633

The company was entitled to exemption from audit under section 193 and 353(1) of the Charity Act 2011.

The members have not required the company to obtain an audit in accordance with section 193 and 353(1) of the Charity Act 2011.

The trustees acknowledge their responsibilities for complying with the requirements of the Charity Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies' subject to the small companies' regime and in accordance with FRS102 SORP. The financial statements were approved and authorised for issue by the Board on 30th of April 2021 and signed on its behalf by;

Caroline Marcus
Chair

**GROUP FOR EDUCATION IN
MUSEUMS** (A company limited
by guarantee)

**REPORT
AND**

**FINANCIAL STATEMENTS FOR YEAR ENDED 31
DECEMBER 2020 Notes to Financial Statements**

Notes to Financial Statements for the year ended 31 December 2020

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding period.

1.1. Accounting convention

The charity constitutes a public benefit entity as defined by FRS 102. 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) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

1.2. Fund accounting

The charity maintains a general unrestricted fund that is expendable at the discretion of the Trustees in furtherance of the objects of the charity. This fund may be held in order to finance both capital investment and working capital.

The policy in respect of the unrestricted designated fund is that the surplus from the annual conference, training days and other seminars will be available to fund such events in the future and will not be used for any other purpose.

Restricted funds have been provided to the charity for particular purposes, and it is the policy of the Board of Trustees to carefully monitor the application of those funds in accordance with the restrictions placed upon them.

There is no formal policy for transfers between funds.

1.3. Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Grants received and specified by the donor as relating to specific accounting periods are deferred on an accrual's basis to the period to which they relate. Such deferrals are shown as creditors in the accounts.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included. Gifts donated for resale are included as incoming resources within activities for generating funds when they are sold.

Consultancy service income is recognised when the services are performed in accordance with the terms of the contract. GEM only undertakes consultancy contracts which are relevant to its charitable objects and will not adversely affect the delivery of its core activities.

Income from investments is included in the year in which it is receivable.

Royalty income is ascertained and recognised when royalty statements are received.

Income from conference, training days and study weekends is included in the period in which the conference, training day or study weekend takes place.

Membership subscriptions are recognised as received and released over the period to which they relate. The unexpired portion of members' subscriptions received at the balance sheet date is carried forward as deferred income.

1.4. Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates. Expenditure incurred at the balance sheet date that relates to events taking place after the balance sheet date is carried forward as deferred expenditure.

Costs of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes.

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

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs are those costs incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements. In respect of certain items of expenditure, it is a matter of judgement as to whether such items are direct charitable expenditure or are administrative, and the Trustees have applied what they consider reasonable judgements in apportioning such costs.

1.5. Tangible fixed assets and depreciation

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

Fixtures, fittings and equipment - 25% straight line

Expenditure of a capital nature of less than £200 is not capitalised.

1.6. Listed asset investments

Listed investments are measured at fair value with changes in fair value being recognised in profit and loss.

2. Income - charitable activities

	Unrestricted funds	Restricted funds	Year ended 31/12/20	Year ended 31/12/19
<u>Professional development</u>				
Annual conference	973		973	23,993
Training events	29,799	-	29,799	11,812
Art fund		4,500	4,500	-
Culture fund		2,950	2,950	-
Heritage Emergency Fund		37,400	37,400	-
			27,400	
NHLF - Stronger GEM Project		27,400	0	34,250
	<u>30,772</u>	<u>72,250</u>	<u>103,022</u>	<u>70,055</u>
Interest	69	-	69	
Publications	1,239	-	1,239	818
Advertising	12,415		12,415	
Other	17,659		17,659	
Member subscriptions	<u>57,176</u>	<u>-</u>	<u>57,176</u>	<u>42,647</u>
	<u>119,330</u>	<u>72,250</u>	<u>191,580</u>	<u>113,520</u>

3. Income- other trading activities

	Year ended 31/12/20	Year ended 31/12/19
Unrestricted funds	Total	Total
£	£	£

Adverts, publications, conferences, foundations and training	44,425	44,425	32,794
	<u><u> </u></u>	<u><u> </u></u>	<u><u> </u></u>

4. Expenditure- costs of charitable activities

	Unrestricted funds £	Restrict ed funds £	Year ended 31/12/20 Total £	Year ended 31/12/19 Total £
Grants payable	674	-	674	1,797
Conference and course costs	10,659	3,500	14,159	21,423
Publication costs	7,216	-	16	5,230
Salaries, NI and pension costs	46,369	38,228	84,597	84,149
Office rent	6,166	3,344	9,510	10,168
Governance costs (Note 5)	2,767	-	2,767	4,768
Bank and credit card charges	1,081	-	1,081	2,164
IT, office and sundry costs	8,918	195	9,113	384
NLHF and other project expenses (excl.sal)	-	41,480	41,480	18,003
Depreciation	389	-	389	389
	<u>84,238</u>	<u>86,747</u>	<u>170,985</u>	<u>158,475</u>

5. Governance costs

	Unrestric ted funds £	Year ended 31/12/20 Total £	Year ended 31/12/19 Total £
Accountancy fees	1,488	1,488	2,138
Trustees' expenses and meeting costs	1,279	1,279	2,630
Annual return fees	-	-	-
	<u>2,767</u>	<u>2,767</u>	<u>4,768</u>

6. Employees

	Year ended 31/12/20 £	Year ended 31/12/19 £
Employment costs		
Wages and salaries	79,677	78,475
Social security costs	2,582	3,095
Auto-enrolment pension costs	2,338	2,579
	<u>84,597</u>	<u>84,149</u>

Number of Employees

The average monthly numbers of employees (including the Trustees) during the year, calculated on the basis of full-time equivalents, was as follows:

	Year ended 31/12/20	Year ended 31/12/19
Trustees	8	7
Administrator (0.8 FTE), Education & Communications Mgr. (0.6),	2.4	2.4
Director (0.6), Finance Manager (0.4)		
	<u>10.4</u>	<u>9.4</u>

7. Transactions with Trustees

The following costs were reimbursed to the trustees.

	Year ended 31/12/20 £	Year ended 31/12/19 £
Travel, hotel and subsistence	538	2,229

The Trustees were not paid any remuneration for the year ended 31 December 2020 or for the period ended 31 December 2019.

8. Tangible fixed assets

Fixtures, fittings and equipment

Cost

At 1 January 2020	6,551	
Additions		-
At 31 December 2020		6,551

Depreciation

At 1 January 2020		5,385
Charge for the year		388
At 31 December 2020		5,773

Net book values

At 31 December 2020		778
At 31 December 2019		1,166

9. Debtors

	2020 £	2019 £
Trade debtors	16,447	1,949
Prepayments, stock and other debtors	3,090	3,494
	19,537	5,443

10. Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	3,516	1,911
Creditors and accruals	36,230	6,756
Social security and other taxes	399	276
	40,145	8,943

11. Restricted funds

	At 01.01. 2020	Incomin g resource s	Outgoing resources	Transfer	At 31.12. 2020
	£	£	£		£
East Midlands Group	-	-	-		-
West Midlands Group	-	-	-		-
North East Group	-	-	-		-
Other Groups	-	-	-		-
NLHF project fund	-	72,250	(86,747)	(14,497)	
Total	-	72,250	(86,747)	9,1 (14,497)	

