

REGISTERED COMPANY NUMBER: RC000811 (England and Wales)
REGISTERED CHARITY NUMBER: 1124890

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021
FOR
THE ENGLISH ASSOCIATION**

Mark J Rees LLP Chartered Accountants
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Leicester
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LE1 7RU

THE ENGLISH ASSOCIATION

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THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The Trustee's Report includes The Directors Report.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objectives of the English Association are to benefit the public by promoting the knowledge and appreciation of the English language and its literatures and to foster good practice in its teaching and learning at all levels.

The Association has pursued and will pursue its objectives by any one or more of the methods set out below.

1. Affording opportunities for professional and other co-operation amongst all those interested in English language and literature.
2. Furthering the due recognition of English as an essential element in education at all levels and participating publicly in any national debate on the teaching of the subject at any level.
3. Providing a forum for the discussion of practice and principle in the teaching and learning of English in all sectors of education from primary to university level.
4. Encouraging and facilitating advanced study in English language and literature.
5. Holding conferences, lectures and other meetings to respond to the professional needs of teachers and lecturers in all educational areas and to further the objects of the Association.
6. Publishing a range of journals, books, papers and leaflets to promote the study and appreciation of English.
7. Forming local branches to carry out the objects of the Association.
8. Establishing relations with kindred bodies and co-operating with such bodies but only in furtherance of the objects of the Association.
9. Enrolling members, collecting subscriptions from members and donations from any person interested in the objects of the Association.
10. Engaging in any other activity which shall be conducive to the objects of the Association.

The Association reviews its aims, objectives and achievements each year and this report considers in detail achievements during 2021. In undertaking the review of the Association's aims, objectives and achievements the trustees have paid due regard to guidance issued by the Charity Commission on public benefit in deciding what activities the Association should undertake.

The charitable status of the English Association substantially enhances its ability to pursue its aims for the public benefit in a number of ways.

- Publishing a broad range of journals, books and other materials to inform and enlighten all readers concerned with English language and its literatures, and to offer those in education at all levels a forum for sharing best practice.
- Organising conferences and other events to address the needs of students of all ages, education professionals and members of the public interested in an appreciation of the English language and its literatures.
- Offering prizes and awards to recognise and encourage creativity and achievement.
- Contributing to the public debate about the teaching of English at all levels.
- Collaborating with other bodies to further engagement with our literary inheritance.
- Encouraging trustees and a large number of volunteers to give their time and expertise without charge in pursuance of the above.

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

OBJECTIVES AND ACTIVITIES

Activities and achievements during 2021

PUBLICATIONS

English is the original journal of the Association and provides a forum for people who think hard and passionately about literature and who want to communicate those thoughts to a wide audience. It includes scholarly essays and reviews on all periods of literary history alongside new work by contemporary poets. *English* is published on behalf of the Association by Oxford University Press.

The Use of English is the longest-standing of journals for English teachers in schools and colleges and has been published by the Association since 1992. Vigorous, independent comment on theory, policy and practice has always been its forte.

English 4-11 is the only UK journal dedicated to English in the primary classroom. The journal is developed by primary specialists to give practical help to classroom teachers and is published jointly with the United Kingdom Literacy Association. The English 4-11 Picture Book awards are presented annually for the best children's illustrated books of the year.

The English Association *Newsletter* reflects the range of the Association's activities and interests and keeps members informed of all the activities and publications of the Association.

Essays and Studies is a series of annual themed volumes, each edited by a distinguished academic. The series is published on behalf of the Association by Boydell & Brewer.

The Year's Work in English Studies is a qualitative narrative bibliographical review of scholarly work on English language and on literatures written in English. The volume includes a detailed overview from Old English to contemporary critical works for a given year and is published on behalf of the Association by Oxford University Press.

The Year's Work in Critical and Cultural Theory is a companion volume to *The Year's Work in English Studies*, also published for the Association by Oxford University Press. It provides a narrative bibliography of work in the field of critical and cultural theory, recording significant debates and issues of interest in a broad field of research in the humanities and social sciences. The series is of interest to scholars working in many areas of literary and critical and cultural studies as well as in media, visual arts, history and political theory.

Issues in English is a series of occasional publications exploring current issues of debate in English at all levels.

English at the Interface is a series comprising one or two monographs annually, published on behalf of the Association by Liverpool University Press. Monographs can be on any field of English Studies - Literature and Language - from the mediaeval period to the present.

Bookmarks are a series of pamphlets intended to supplement the enthusiasm of the literature teacher and to provide additional independent resources for readers wanting to broaden their engagement with literature. They are downloadable free of charge from the Association's website and also available as print on demand.

The following were published during the year:

English, Nos. 266-270, edited by Katherine Baxter and David Walker (266-267) and David Nowell Smith and Nonia Williams (268-270)

The Use of English, Volume 72 Nos. 2-3 and Volume 73 No. 1, edited by Malcolm Hebron and Kayte Haselgrove

English 4-11, No. 71-73, edited by Sally Wilkinson

Newsletter, Nos. 226-228, edited by Rebecca Fisher and Elizabeth Draper (226), Elaine Treharne (227), and Andrew Green (228)

Essays and Studies 2021, 'The Literature of Hell', edited by Margaret Kean

The Year's Work in English Studies Volume 100, edited by William Baker and Kenneth Womack

The Year's Work in Critical and Cultural Theory Volume 29, edited by Emelia Quinn and Ranjan Ghosh

Issues in English 15-16, edited by Roby Turok-Squire (15) and Shabana Ahmed, Holliemae Dash and Tyrese Thomson (16)

English at the Interface, 'John Keats' Medical Notebook: Text, Context, and Poems', by Hrileena Ghosh

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

OBJECTIVES AND ACTIVITIES

Conferences, key meetings, and events

January	Meeting of the English 4-11 Editorial Board.
February	Meeting of the Primary Education Committee. Meeting of the Secondary Education Committee. Meeting of the Higher Education Committee. Meeting of the Finance Committee. Meeting of the Fellowship Committee. Event: Public Space and the Geography of Loneliness, part of the Loneliness and Technology Special Interest Group.
March	Meeting of the Board of Trustees. Event: Loneliness and Psychoanalysis, part of the Loneliness and Technology Special Interest Group. The Literature and Action project team held a discovery workshop with the participants. Event: Motherhood's Lonely States, part of the Loneliness and Technology Special Interest Group. Event: The Phenomenology of Social Distancing, part of the Loneliness and Technology Special Interest Group. Event: Speaking for English in UK Higher Education 1
April	Meeting of the Primary Education Committee. Meeting of the Higher Education Committee. Meeting of the Finance Committee. Meeting of the English 4-11 Editorial Board. Event: Loneliness and Feminism, part of the Loneliness and Technology Special Interest Group. Event: Thinking Loneliness, part of the Loneliness and Technology Special Interest Group. Event: English: Shared Futures - Caring for our Discipline 1
May	Winners of the English 4-11 Picture Book Awards announced. Awards Ceremony and AGM held online. Meeting of the Secondary Education Committee. Meeting of the Board of Trustees.
June	Event: Shakespeare in the Royal Collection. Meeting of the Finance Committee. First meeting of the Education Committee Community. The Director of Development, Ceri Rowland, appointed.
July	Meeting of the Board of Trustees. Event: English: Shared Futures - Caring for our Discipline 2.Event: Speaking for English in UK Higher Education 2.Issues in English 16, 'The Quaranteens', launched.
August	Champions Of Change - Podcast Series Launch Event: Launch of Northern Irish Writing after the Troubles: Intimacies, Affects, Pleasures
September	Meeting of the English 4-11 Editorial Board. Winner of Michael Murphy Prize announced
October	Meeting of new YWCCT editorial Board
November	Meeting of the Board of Trustees Meeting of Fellowship Committee Meeting of Higher Education Committee Meeting of Primary and Early Years Education Committee Meeting of the Secondary & Further Education Committee
December	-

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

OBJECTIVES AND ACTIVITIES

COMMITTEE REPORTS

Higher Education Committee

Members

Jenny Richards	Chair
Alex Thomson	University English Liaison
Antony Rowland	Manchester Metropolitan University
Caroline Magennis	University of Salford
Claire Jowitt	University of East Anglia
Clare Lees	Institute of English Studies, School of Advanced Studies, University of London
Greg Walker	University of Edinburgh
Martin Eve	University of London
Martin Halliwell	University of Leicester
Nicole King	University of London
Rick Rylance	School of Advanced Studies, University of London
Robert Eaglestone	Royal Holloway, University of London
Anshuman Mondal	University of East Anglia
Andrea Macrae	Oxford Brookes University
Katherine Baxter	Northumbria University
Katherine Heavey	Glasgow University

Sean McEvoy and Martin Eve stepped down from the Committee.

Vision

The HE Committee will provide a voice for HE English in dialogue with other elements of the education sector, with government and public bodies, and with the wider public. It will engage proactively with the broad range of issues affecting researchers and teachers in English literature, language and creative writing across the HE sector in the UK. It will provide a forum for debate about matters where opinion is often divided across the community, and seek consensus where possible.

Strategy

The Committee will fulfil its role as follows:

- promoting the subject in collaboration with University English, the Institute for English Studies and NAWA through English: Shared Futures
- running events that support the discipline, from 'Speaking for English' to 'big ideas' symposia like 'English in the World' and initiatives, 'Decolonising the Discipline'
- responding to high-level consultations that affect HE policy and practice in collaboration with University English and the Arts and Humanities Alliance
- identifying and sharing resources on its website, like the new Toolkit for University Heads of Department, and promoting key events via the website and social media; and by curating high quality resources from its events
- supporting academic research in high quality print-publications (for example, EA's monograph series with Liverpool University Press, the journal, English, and series, Essays and Studies).

Implementation

The Committee will ensure its role is fulfilled by:

- Adding as a standing item to the Committee agenda suggestions for events and resources to share on the EA website
- Carrying out a skills audit of Committee members to support the distribution of portfolio activities
- Delivering an annual request for funding to the Finance Committee in November each year to support new events, as agreed by HEC, and the production of new resources

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

OBJECTIVES AND ACTIVITIES

Secondary Education Committee

Members

Tracey Maloney	Chair
Hollie Barnes	Cambridge Regional College
Elizabeth Draper	Consultant
Joan Foley	University of the West of England
Malcolm Hebron	Winchester College
Brenda Marshall	Primary-Secondary Education Committee liaison
Sarah Mullin	Priory School, Edgbaston
Rob Penman	Katharine Lady Berkeley's School, Gloucester
Angela Rodrigues	The Cotswold School

Vision

Secondary practitioners will recognise the work of the English Association through its three core activities in raising the profile of the English subjects in schools; disseminating information to support the teachers of English; supporting excellent English teaching in schools across the full age range and sectors of secondary education.

Strategy

The Committee will fulfil its threefold role as follows:

- Raising the profile of the English subjects in schools; through supporting the EA campaign to increase the uptake of the subject at A level and in Higher Education and responding to consultations
- Disseminating information to support the effective teaching of English; through its journal The Use of English, through CPD events for teachers, through the EA website
- Supporting excellent English teaching in schools; through its journal The Use of English, through developing alliances and cooperation with other related organisations and through contributing to the Common English Forum

Implementation

The Committee will ensure its role is fulfilled by:

- Ensuring The Use of English is a standing item on the agenda for all committee meetings
- Continuing to strengthen the committee membership to ensure the full range of the sector is represented
- Continuing to develop resources for the website e.g., through the Bookmarks series, online access to journal content
- Continuing to provide high quality CPD for teachers
- Responding or contributing to responses to government consultations
- Supporting the bid for a national poetry competition through an alliance with Poetry By Heart and The Poetry Society.

Highlights

- The Committee guided the creation of a new COVID-19 Links and Resources section on the EA website to support teachers, parents, and students who were remote-/home-schooling
- Joan Foley was involved in a new award in collaboration with Classics for All. The award gives credit to trainee teachers for going to see a play, reading modern retellings of classical texts, teaching involving classics, learning Latin, etc.

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OBJECTIVES AND ACTIVITIES

Primary and Early Years Education Committee

Tricia Adams	Chair - Librarian Hon FCLIP, FRSA
Sonia Carvell	Primary Teacher
Brenda Marshall	Primary-Secondary Education Committee liaison
Nicky Potter	Independent publicist
Kirstie Hewett	Chichester University - School Improvement Specialist
Janet Morris	University of Greenwich - Senior Advisor in Primary Education

Sue McGonigle, Kirsty Spittle, Sally Eustace, Frances Bodger stepped down from the Committee.

Vision

Early Years and Primary practitioners will recognise the work of the English Association through its core activities, in order to make a significant contribution to supporting teachers:

- Promoting English (speaking, listening, reading, writing and multi-modal communication) as well as linked research informed pedagogies
- Curating high quality resources and acting as a forum for sharing best practice and high-quality children's literature.

Strategy

The Committee will fulfil its role through the EA Primary webpages and publications as follows:

- Promoting English as a subject as well as linked research informed pedagogies through developing and disseminating materials to support early years and primary practitioners
- Curating high quality resources and acting as a forum for sharing best practice and high-quality children's literature through production and sharing of high-quality resources to teachers that will support lesson-planning and to balance managing their workload with creativity and flexibility through identifying and sharing resources available on the internet and promoting key events via the website and social media.

Implementation

The Committee will ensure its role is fulfilled by:

- Adding as a standing item to the Committee agenda suggestions for events and resources to share on the EA website
- Carrying out a skills audit of the Committee members to facilitate the recruitment of new members whenever a vacancy arises
- Delivering an annual request for funding to the Finance Committee in November each year to support the production of new resources.

Highlights

Taking part in the regular Primary Literacy Research Consortium, a partnership of interested organisations, having a role in the production of the Briefing: Experiences of Literacy in Lockdown: What can we learn? Which has been forwarded to two Ministers for Education and is kept updated by the PLRC.

Fellowships

The new Fellows of the English Association were honoured at a reception following the Annual General Meeting on 19 May 2021:

Professor Bridget Bennett
Dr Ann-Marie Einhaus
Professor Faye Hammill
Jacob Hope
Professor Susan Hunston
Professor Madhu Krishnan
Wendy Lennon
Professor Helen Small
Rachel Willie

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

OBJECTIVES AND ACTIVITIES

Awards and prizes

The following were awarded during the year:

The Beatrice White Prize

The recipient of the 2021 Beatrice White Prize is Professor Marion Turner for her publication *Chaucer: A European Life* (Princeton UP, 2019).

English Postgraduate Essay Prize

The first prize was awarded to Tara McEvoy, for 'Sorry Not Sorry: (Non-)Apology, Satire, and The Vacuum Newspaper'. The runner-up prize went to Jack Hart for 'Wordsworth's Self-Composure'.

English 4-11 Picture Book Awards

The winners were awarded at the Awards Ceremony on 19 May 2021:

Non-fiction 7-11

The Homes we Build: A World of Habitats and Houses by Anne Jonas and Illustrated by Lou Rihn (Laurence King Publishing)

Non-fiction 4-7

A New Green Day written and illustrated by Antoinette Portis (Scallywag Press)

Fiction 7-11

The Wolf's Secret by Myriam Dahman and Nicolas Digard and illustrated by Julia Sarda (Hachette Children's Group)

Fiction 4-7

The Goody written and illustrated by Lauren Child (Hachette Children's Group)

The Margaret Mallett Award for Children's Non-Fiction

If You Come To Earth by Sophie Blackall (Abrams and Chronicle).

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

FINANCIAL REVIEW

Financial position

The statement of financial activities for the year ended 31 December 2021 shows a deficit of incoming resources over resources expended for the year of £160,107 (2020 - deficit of £113,632). This was significantly impacted by a revaluation of the pension scheme resulting in a pension charge of £161,022 (2020: £22,319) as detailed in note 9. As a result of this deficit the Association's total reserves decreased during the year from £232,522 to £72,415. Cash at bank and in hand at the end of the year was £223,741 (2020: £271,058).

Risk management

Members of council have identified the major risks to which the Association is exposed. Systems are being developed to mitigate those risks and policies are being established to monitor and control risk. In the areas of operational, governance, financial and compliance risk members of council are confident that the quality of the Association's staff and professional advisors minimises the exposure to risk.

Reserves policy

The balance sheet at 31 December 2021 shows unrestricted reserves of £71,186. Restricted reserves relating to the various prize funds amount to £1,229. The Association's reserves therefore stood at £72,415 on 31 December 2021.

The unrestricted fund includes tangible assets, debtors, cash in the bank and in hand.

Given the challenges posed by Open Access, possible reductions in income from publications, reductions in membership income, and the material reduction in the interest received from funds on deposit Members of Council consider the level of unrestricted reserves to be £179,000 lower than target. It is the Association's policy to try to maintain reserves equivalent to one year's estimated fixed costs; for 2022 these are forecasted to be in the region of £200,000. In addition, under its arrangements with the University of Leicester the Association is required to hold reserves of no less than £25,000 in respect of the membership of the Association's employees in the Universities Superannuation Scheme. Members of council have resolved to maintain a ring-fenced reserve of £50,000 to meet this potential obligation. Since the Association has contractual commitments to its employees and to publishers, the reserves are necessary to ensure those commitments can be honoured during any periods of economic difficulty.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and constitutes an charitable company, incorporated by Royal Charter.

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The management of the Association is carried out by the board of trustees, whose members are the council of the Royal Charter entity and trustees of the registered charity. Trustees give their time to the Association voluntarily and receive no benefits for the work they do on its behalf. Expenses reclaimed by trustees for their attendance at meetings of the Association are set out in note 8 to the accounts.

The finance committee is responsible for the financial and administrative operations of the Association, including risk management, and reports directly to the board of trustees.

The secondary and further education committee reports to the board of trustees and is responsible for organising the Association's secondary conferences and responding to national issues regarding secondary education at all stages.

The primary and early years education committee reports to the board of trustees and is responsible for responding to national issues regarding primary education; the English 4-11 sub-committee is responsible for editing English 4-11, and administering the annual English 4-11 Picture Book awards.

The higher education committee responds to national issues regarding higher education and reports to the board of trustees.

The fellowship committee is responsible for all matters pertaining to the Fellowship and its special interest groups, and reports to the board of trustees.

In 2021 the Association was staffed as follows:

Chief Executive Officer, full-time (on maternity leave July 2021 - April 2022)

Interim CEO, 0.6 FTE (August 2021 - May 2022)

Membership Manager, full-time (left July 2021, not replaced)

Administration Officer, full-time

Communications and Events Officer, 0.5 FTE (on maternity leave until September 2021 & left Dec 2021)

Finance Officer, 0.25 FTE

Year's Work Editorial Officer, 0.6 FTE (left December 2021)

History of The English Association

The English Association was founded in 1906. On 1 January 2001 its activities, assets and liabilities were transferred to a newly incorporated company limited by guarantee, in accordance with a scheme approved by the Charity Commission. On 1 December 2006 the Association was incorporated by Royal Charter.

In accordance with an order of the Charity Commission, on 1 January 2009 all of the activities, assets and liabilities of the existing registered charity (number 1078935) were transferred to a new registered charity (number 1124890). This transfer was necessary following the incorporation of the Association by Royal Charter. From 1 January 2009 the Association ceased to transact its affairs through the medium of the company limited by guarantee and from that date the affairs of the Association have been carried out through the new registered charity and the entity incorporated by Royal Charter. During 2010 the old registered charity was dissolved and the company limited by guarantee was removed from the Register of Companies.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

RC000811 (England and Wales)

Registered Charity number

1124890

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

Registered office

University of Leicester
University Road
Leicester
Leicestershire
LE1 7RH

Trustees

J Champion (resigned 31.5.2021)
Prof G Walker
Prof P Shaw
Dr P Amott (resigned 31.5.2021)
C Gore (resigned 31.5.2021)
Prof M Halliwell
Prof J Richards
R Penman
S Nicklin Oxon
Prof D Duff
Dr N King
N Potter (resigned 31.5.2021)
E Draper
L Lamb
T Maloney
Prof D Adger (resigned 31.12.2021)
T Adams
H Wallace (appointed 19.5.2021)

Dr R Fisher is the Charity's Chief Executive Officer. Ceri Rowland is the Interim CEO during Dr Fisher's maternity leave.

Independent Examiner

Phillip Bott FCA BSc (Hons)
The Institute of Chartered Accountants
Mark J Rees LLP Chartered Accountants
Granville Hall
Granville Road
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LE1 7RU

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2 Victoria Street
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Scottish Widows Bank
PO Box 883
Leeds
LS1 9TY

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REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2021

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

Approved by order of the board of trustees on 3 May 2022 and signed on its behalf by:

R Penman - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE ENGLISH ASSOCIATION

Independent examiner's report to the trustees of The English Association ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2021.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the 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:

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

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

Use of our report

This report is made solely to the charity's members. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our work, for this report, or for the opinions we have formed.

Phillip Bott FCA BSc (Hons)
The Institute of Chartered Accountants
Mark J Rees LLP Chartered Accountants
Granville Hall
Granville Road
Leicester
Leicestershire
LE1 7RU

Date: 5 May 2022

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STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	5,000	-	5,000	-
Charitable activities	4				
Advancing English		210,214	-	210,214	133,552
Investment income	3	79	-	79	453
Total		215,293	-	215,293	134,005
EXPENDITURE ON					
Charitable activities	5				
Advancing English		375,300	100	375,400	247,637
NET INCOME/(EXPENDITURE)		(160,007)	(100)	(160,107)	(113,632)
RECONCILIATION OF FUNDS					
Total funds brought forward		231,193	1,329	232,522	346,154
TOTAL FUNDS CARRIED FORWARD		71,186	1,229	72,415	232,522

The notes form part of these financial statements

THE ENGLISH ASSOCIATION

BALANCE SHEET 31 DECEMBER 2021

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	11	1,338	-	1,338	1,923
CURRENT ASSETS					
Debtors	12	47,640	-	47,640	37,837
Cash at bank and in hand		<u>222,212</u>	<u>1,529</u>	<u>223,741</u>	<u>271,058</u>
		269,852	1,529	271,381	308,895
CREDITORS					
Amounts falling due within one year	13	(29,321)	(300)	(29,621)	(40,534)
NET CURRENT ASSETS		<u>240,531</u>	<u>1,229</u>	<u>241,760</u>	<u>268,361</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		241,869	1,229	243,098	270,284
PENSION LIABILITY		(170,683)	-	(170,683)	(37,762)
NET ASSETS		<u>71,186</u>	<u>1,229</u>	<u>72,415</u>	<u>232,522</u>
FUNDS	14				
Unrestricted funds				71,186	231,193
Restricted funds				<u>1,229</u>	<u>1,329</u>
TOTAL FUNDS				<u>72,415</u>	<u>232,522</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

THE ENGLISH ASSOCIATION

BALANCE SHEET - continued **31 DECEMBER 2021**

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

The financial statements were approved by the Board of Trustees and authorised for issue on 3 May 2022 and were signed on its behalf by:

R Penman - Trustee

The notes form part of these financial statements

THE ENGLISH ASSOCIATION

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charitable company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. The exception to this is Subscription and Publication income which is recognised in the period to which it relates.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 5% on cost
Office equipment	- 20% on cost
Computer equipment	- 33% on cost

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES - continued

Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

Going Concern and COVID-19

From late March 2020 the COVID-19 pandemic had a significant impact on the charity's operations. After reviewing the charity's forecasts and projections, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

2. DONATIONS AND LEGACIES

	2021 £	2020 £
Grants	<u>5,000</u>	<u>-</u>

Grants received, included in the above, are as follows:

	2021 £	2020 £
Leicester City Council	<u>5,000</u>	<u>-</u>

The amount included within grants relates to the receipt of the Governments COVID-19 Local Restriction Support Grant.

3. INVESTMENT INCOME

	2021 £	2020 £
Deposit account interest	<u>79</u>	<u>453</u>

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2021

4. INCOME FROM CHARITABLE ACTIVITIES

		2021	2020
	Activity	£	£
Subscriptions	Advancing English	90,988	43,322
Publications	Advancing English	118,759	88,077
Conference Income	Advancing English	-	1,950
Other	Advancing English	467	203
		<u>210,214</u>	<u>133,552</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Advancing English	<u>333,308</u>	<u>42,092</u>	<u>375,400</u>

6. SUPPORT COSTS

	Management	Finance	Governance costs	Totals
	£	£	£	£
Advancing English	<u>33,184</u>	<u>6,646</u>	<u>2,262</u>	<u>42,092</u>

Support costs, included in the above, are as follows:

Management

	2021	2020
	Advancing English	Total activities
	£	£
Rent, rates and insurance	7,962	9,124
Telephone	(84)	731
Postage and stationery	764	2,007
Sundries	1,419	1,479
Training	65	581
Committee expenses	312	2,615
Computer costs	19,927	18,822
Prizes and awards	1,996	765
AGM expenses	-	2,280
Depreciation of tangible and heritage assets	823	637
	<u>33,184</u>	<u>39,041</u>

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2021

6. SUPPORT COSTS - continued Finance

	2021 Advancing English £	2020 Total activities £
Bank charges	1,076	1,355
Bookkeeping	<u>5,570</u>	<u>6,045</u>
	<u>6,646</u>	<u>7,400</u>

Governance costs

	2021 Advancing English £	2020 Total activities £
Independent examiners remuneration	<u>2,262</u>	<u>2,220</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021 £	2020 £
Depreciation - owned assets	<u>824</u>	<u>636</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2021 nor for the year ended 31 December 2020.

Trustees' expenses

There were trustees expenses of £2,631 (2020: £4,471) paid for the year ended 31 December 2021.

9. STAFF COSTS

	2021 £	2020 £
Wages and salaries	124,673	130,928
Social security costs	11,316	11,084
Other pension costs	<u>161,022</u>	<u>22,319</u>
	<u>297,011</u>	<u>164,331</u>

There was no remuneration or other benefits paid to the Key Management Personnel during the year ended 31 December 2021 nor for the year ended 31 December 2020.

The average monthly number of employees during the year was as follows:

	2021	2020
Charitable activities	<u>7</u>	<u>6</u>

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2021

9. STAFF COSTS - continued

No employees received emoluments in excess of £60,000 in the year ended 31 December 2021 nor in the year ended 31 December 2020.

Pension costs

The total cost charged to the profit and loss account is £161,022 (2020: £22,319).

Previously The English Association operated on the basis that all staff are in academic and comparable roles and as such were enrolled in to the USS pension scheme. As at 25 November 2019, the charity proposed a change in agreement with USS to offer an alternative pension scheme through Aviva whereby only employees in grade 6 and above will be classed as academic and comparable and therefore future employees in grade 5 and below are no longer eligible for USS membership and will be enrolled with Aviva. There are currently no employees enrolled in the Aviva pension scheme.

The latest available complete actuarial valuation of the Retirement Income Builder from USS is at 31 March 2020 (the valuation date), which was carried out using the projected unit method.

Since the institution cannot identify its share of USS Retirement Income Builder assets and liabilities, the following disclosures reflect those relevant for those assets and liabilities as a whole.

The 2020 valuation was the sixth valuation for the scheme under the scheme-specific funding regime introduced by the Pensions Act 2004, which requires schemes to adopt a statutory funding objective, which is to have sufficient and appropriate assets to cover their technical provisions. At the valuation date, the value of the assets of the scheme was £66.5 billion and the value of the scheme's technical provisions was £80.6 billion indicating a shortfall of £14.1 billion and a funding ratio of 83%. The deficit of £14.1 billion is on the basis of the Joint Negotiating Committee (JNC) recommendation and associated enhanced covenant support being implemented. If this was not applied, the valuation would indicate a deficit of £18.4 billion. This is a 384% increase in comparison to the deficit per the 2018 valuation of £3.8 billion. Had experience since the previous valuation been in line with the assumptions adopted for that valuation, and allowing for contributions paid over the period, the scheme would have expected to have a deficit of £4.5 billion at this valuation date. The increase is largely due to the time lapse between the 2018 valuation date and implementation of the 2018 valuation outcome, the actual position is therefore worse than expected.

The key financial assumptions used in the 2020 valuation are described below. More detail is set out in the Statement of Funding Principles.

	% pa
Price inflation	
RPI	2.8
CPI	2.1
Return from gilts	0.7
Return above gilts	
Pre-retirement portfolio	2.75 or 2.0 ²
Post-retirement portfolio	1.0

These rates are illustrative single-equivalent rates at 31 March 2020. In practice, full yield curves for gilts and inflation have been used in the calculations. Pension increases before and after retirement are assumed to be 5bps higher than CPI curve for current benefits (either uncapped or with soft cap of 5%) and 35bps lower than CPI curve for benefits in line with CPI with a minimum of 0% and maximum of 2.5% pa.

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2021

9. STAFF COSTS - continued

The investment model is fundamentally different from the approach adopted at the 2018 valuation, where the investment strategy was assumed to de-risk over a defined time period (20 years) such that the projected technical provisions at that point in time would be within a certain distance of the Trustee's self - sufficiency measure. There is no longer any assumption that the investment strategy will de-risk towards a self-sufficiency strategy, the dual discount rate approach means that the technical provisions will respond naturally to any changes in the maturity and liability profile of the scheme.

There has been a significant fall in gilt yields between 31 March 2018 and 31 March 2020. While the assumptions are expressed relatively to gilt yields, the Statement of Funding Principles does not specify a fixed premium above gilts for the pre- and post- retirement portfolios. The premiums adopted as at 31 March 2020 are higher than might be expected at other dates, based on market conditions prevailing at that date.

Expectations for RPI price inflation's have reduced since 2018 valuation and the expected gap between RPI and CPI has also reduced reflecting government proposals. The assumption for CPI at the 2020 valuation, and associated pension increases is slightly higher than that adopted in 2018.

The mortality assumption has also been updated based on more recent mortality experience analysis. The updated mortality assumption results in slightly shorter assumed life expectancies than at the previous valuation.

Minor updates have been made to other demographics assumptions, including a change to the proportion of members assumed to leave a dependant entitled to a pension following their death. These changes have led to a slight reduction in the technical provisions compared to the previous assumptions.

The allowance for additional assumed investment returns in the recovery plan differs from the last valuation - there was no similar allowance made in 2018.

A new deficit recovery plan was put in place as part of the 2020 valuation which requires payment of 0% of salaries over the period 1 October 2021 to 30 September 2022, followed by 3% from 1 October 2022 and increasing by a further 3% every 6 months up to 18% from 1 April 2025 and then 20% from 1 October 2025, this will be the rate of recovery up until 31 July 2032. This recovery plan is based on the JNC recommendation not being implemented.

It was determined that difference assumptions should apply dependent on whether or not a deed has been entered into effecting the recommendation of the JNC on or before 28 February 2022 and therefore the valuation report as at 31 March 2020 covers both possibilities. For the purpose of the deficit recovery liability included within the accounts the figures reflecting the JNC recommendations not being implemented have been used to portray the worst case scenario.

The pension commitments as at 31 December 2021 therefore show a significant increase in comparison to 2020 with a £131,524 change in expected contributions, this is as a result of the increased shortfall noted above. Due to the increased shortfalls the deficit contributions span a period of 130 months in comparison to 102 months and increased contributions from 2%-6% per the 2018 valuation to 0%-20% per the 2020 valuation.

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2021

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - 31 DECEMBER 2020

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Advancing English	133,552	-	133,552
Investment income	<u>453</u>	<u>-</u>	<u>453</u>
Total	134,005	-	134,005
EXPENDITURE ON			
Charitable activities			
Advancing English	247,637	-	247,637
	<u> </u>	<u> </u>	<u> </u>
NET INCOME/(EXPENDITURE)	(113,632)	-	(113,632)
RECONCILIATION OF FUNDS			
Total funds brought forward	344,825	1,329	346,154
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS CARRIED FORWARD	<u>231,193</u>	<u>1,329</u>	<u>232,522</u>

11. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Office equipment £	Computer equipment £	Totals £
COST				
At 1 January 2021	2,597	3,333	50,837	56,767
Additions	<u>-</u>	<u>239</u>	<u>-</u>	<u>239</u>
At 31 December 2021	<u>2,597</u>	<u>3,572</u>	<u>50,837</u>	<u>57,006</u>
DEPRECIATION				
At 1 January 2021	2,256	3,333	49,255	54,844
Charge for year	<u>23</u>	<u>20</u>	<u>781</u>	<u>824</u>
At 31 December 2021	<u>2,279</u>	<u>3,353</u>	<u>50,036</u>	<u>55,668</u>
NET BOOK VALUE				
At 31 December 2021	<u>318</u>	<u>219</u>	<u>801</u>	<u>1,338</u>
At 31 December 2020	<u>341</u>	<u>-</u>	<u>1,582</u>	<u>1,923</u>

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2021

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	6,491	-
Prepayments and accrued income	41,149	37,837
	<u>47,640</u>	<u>37,837</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade creditors	1,956	3,907
Other creditors	12,796	10,439
Accruals and deferred income	14,869	26,188
	<u>29,621</u>	<u>40,534</u>

14. MOVEMENT IN FUNDS

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	231,193	(160,007)	71,186
Restricted funds			
Beatrice White fund	1,199	(100)	1,099
Betty Haigh prize fund	130	-	130
	<u>1,329</u>	<u>(100)</u>	<u>1,229</u>
TOTAL FUNDS	<u>232,522</u>	<u>(160,107)</u>	<u>72,415</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	215,293	(375,300)	(160,007)
Restricted funds			
Beatrice White fund	-	(100)	(100)
	<u>-</u>	<u>(100)</u>	<u>(100)</u>
TOTAL FUNDS	<u>215,293</u>	<u>(375,400)</u>	<u>(160,107)</u>

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2021

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	344,825	(113,632)	231,193
Restricted funds			
Beatrice White fund	1,199	-	1,199
Betty Haigh prize fund	<u>130</u>	<u>-</u>	<u>130</u>
	<u>1,329</u>	<u>-</u>	<u>1,329</u>
TOTAL FUNDS	<u><u>346,154</u></u>	<u><u>(113,632)</u></u>	<u><u>232,522</u></u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	134,005	(247,637)	(113,632)
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u><u>134,005</u></u>	<u><u>(247,637)</u></u>	<u><u>(113,632)</u></u>

PROFESSOR BEATRICE WHITE PRIZE FUND

The Professor Beatrice White Fund was established in 1988. The annual prize of £100 is awarded to the outstanding scholarly article in the field of English Literature before 1590, noted in the current volume of The Year's Work in English Studies.

As of 31 December 2021 £300 (2020: £200) of prizes were unpaid relating to the years 2018, 2019 and 2021.

BETTY HAIGH FUND

The Betty Haigh Fund was established in 1996 and is used to finance the Betty Haigh Shakespeare Prize Competition, an essay competition open to all A Level students of English Literature.

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2021

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2021.

THE ENGLISH ASSOCIATION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Grants	5,000	-
Investment income		
Deposit account interest	79	453
Charitable activities		
Subscriptions	90,988	43,322
Publications	118,759	88,077
Conference Income	-	1,950
Other	467	203
	<u>210,214</u>	<u>133,552</u>
Total incoming resources	215,293	134,005
EXPENDITURE		
Charitable activities		
Wages	124,673	130,928
Social security	11,316	11,084
Pensions	161,022	22,319
Conference expenses	-	2,150
Publication costs	36,297	32,495
	<u>333,308</u>	<u>198,976</u>
Support costs		
Management		
Rent, rates and insurance	7,962	9,124
Telephone	(84)	731
Postage and stationery	764	2,007
Sundries	1,419	1,479
Training	65	581
Committee expenses	312	2,615
Computer costs	19,927	18,822
Prizes and awards	1,996	765
AGM expenses	-	2,280
Fixtures and fittings	22	22
Office equipment	20	-
Computer equipment	781	615
	<u>33,184</u>	<u>39,041</u>

This page does not form part of the statutory financial statements

THE ENGLISH ASSOCIATION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2021

	2021 £	2020 £
Management		
Finance		
Bank charges	1,076	1,355
Bookkeeping	<u>5,570</u>	<u>6,045</u>
	6,646	7,400
Governance costs		
Independent examiners remuneration	<u>2,262</u>	<u>2,220</u>
Total resources expended	<u>375,400</u>	<u>247,637</u>
Net expenditure	<u>(160,107)</u>	<u>(113,632)</u>

This page does not form part of the statutory financial statements