

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023
FOR
THE ENGLISH ASSOCIATION**

Mark J Rees LLP Chartered Accountants
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THE ENGLISH ASSOCIATION

CONTENTS OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023

	Page
Report of the Trustees	1 to 12
Independent Examiner's Report	13
Statement of Financial Activities	14
Balance Sheet	15
Notes to the Financial Statements	16 to 24
Detailed Statement of Financial Activities	25 to 26

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees present their report with the financial statements of the charity for the year ended 31 December 2023. 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 (FRS102) (effective 1 January 2019) and the obligations of their Royal Charter.

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 summarises activities and achievements during 2023. In undertaking the review, 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.
- Promoting student recruitment to English courses in schools, colleges and universities.
- Collaborating with other bodies to further engagement with our literary and linguistic inheritance.
- Encouraging trustees and a large number of volunteers to give their time and expertise without charge in pursuance of the above.

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

OBJECTIVES AND ACTIVITIES

Activities and achievements during 2023

Publications

English is the flagship higher-education journal of the Association and is dedicated to new developments in English studies. Published four times per year by Oxford University Press on behalf of the Association, English provides a forum for discussion on all aspects of English literature and language, and on professional topics. It includes scholarly essays and reviews on all periods of literary history, alongside new work by contemporary poets. It publishes work that speaks to the discipline as a whole, including reflections on pedagogy and on the place of English literature and language in the world beyond academia. The journal is edited by a team based at the University of East Anglia, led by Dr Rebecca Pinner and Dr Jessica Valdez.

The Use of English is the longest-standing of journals for teachers, including trainee teachers, of secondary and further English. Published three times a year, it brings together vigorous, independent comment on theory, policy and practice. It carries a substantial section of reviews of important books on the teaching of the subject, plus works of literary criticism and anthologies and editions. The journal is edited by Malcolm Hebron and Kayte Haselgrove.

English 4-11 supports literacy in the primary classroom and is for teachers, including trainee teachers, of primary English. Accessible and lively, the magazine is packed with articles, covering Early Years Education to the end of Key Stage 2. Published three times a year, the magazine includes accounts of innovative practice and successful projects, reports of classroom research, reviews of books, software and other resources, interviews with authors, and articles to spark discussion. It is a joint publication of the English Association and the United Kingdom Literacy Association and is edited by a joint Editorial Board, led by Dr Sally Wilkinson.

The English Association Newsletter encourages conversation about topics important to the subject community, and is published three times per year. It is edited by Dr Rebecca Fisher, the CEO of the English Association, in collaboration with guest editors.

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 annually 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 and is also published annually 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.

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

OBJECTIVES AND ACTIVITIES

The following were published during the year:

- English, Nos. 276-278, edited by David Nowell Smith and Nonia Williams
- The Use of English, Volume 74 Nos. 2-3 and Volume 75 No. 1, edited by Malcolm Hebron and Kayte Haselgrove
- English 4-11, No. 77-79, edited by Sally Wilkinson
- Newsletter, Nos. 232-234, edited by Rebecca Fisher and Freddie Baveystock (232), Rebecca Smith (233), and Nathan Waddell (234)
- Essays and Studies 2023, 'The Literature and Politics of the Environment', edited by John Parham
- The Year's Work in English Studies Volume 102, edited by William Baker and Kenneth Womack
- The Year's Work in Critical and Cultural Theory Volume 31, edited by Emelia Quinn and Ranjan Ghosh
- English at the Interface, 'The Short Story after Apartheid: Thinking with Form in South African Literature', by Graham K. Riach

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

OBJECTIVES AND ACTIVITIES

Conferences, key meetings, and events

January	Meeting of the English 4-11 Editorial Board. CEO attended the Poetry By Heart consortium meeting. Meeting of the Finance Committee.
February	Meeting of the Primary and Early Years Education Committee. Meeting of the Secondary and Further Education Committee. Meeting of the Finance Committee. Event: My Useful English Degree - Careers for English graduates.
March	Meeting of the Higher Education Committee. Meeting of the Finance Committee Meeting of the Board of Trustees. Meeting of the Common English Forum. Meeting of the English 4-11 Editorial Board. Event: Speaking for English - Economic impact.
April	Meeting of the Primary and Early Years Education Committee. Meeting of the Higher Education Committee. Meeting of the Finance Committee.
May	Winners of the English 4-11 Picture Book Awards announced. Awards Ceremony and AGM held online. Meeting of the Secondary and Further Education Committee. Meeting of the Finance Committee. Meeting of the Board of Trustees. Meeting of the Choose English campaign working group. Meeting of the Learned Societies network. Event: Speaking for English - Health and wellbeing. Event: English Today and Tomorrow - Practitioners consider the case for change Event: Reading Teachers = Reading Pupils: Igniting the spark of reading for pleasure
June	Meeting of the Skills working group. Meeting of the Finance Committee. Meeting of the Board of Trustees. Event: The Decline and Fall (?) of A Level English Event: Reading in the Primary School - Reading for pleasure in the classroom
July	Participation in the launch of the University English #EnglishCreates campaign Participation in the Lit Drive conference. Meeting of the Remuneration Committee. Meeting of the Finance Committee. Event: The Power and Pleasure of Reading.
August	Meeting of the Finance Committee. Meeting of the Choose English campaign working group. Event: To Pearson 2.0 or not to Pearson 2.0? A new option for the English Language GCSE
September	Meeting of the English 4-11 Editorial Board. Meeting of the Board of Trustees. Meeting of the Finance Committee. Meeting of the Fellowship Committee. Event: Periodical Pedagogies. Event: How Does This Poem Feel? Sensory approaches to teaching and learning GCSE English Literature
October	EA office relocated to Senate House in London. Participation in the Poetry By Heart 2024 launch. Participation in the Foyle Young Poets award ceremony. Meeting of the Finance Committee. Meeting of the Publications Committee. Campaign consultation workshops with teachers. Event: Helicopter Stories - Supporting the development of language, literacy, and community across early years

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

OBJECTIVES AND ACTIVITIES

	Event: Creativity Engine showcase
	Event: How do we best express the value of English Studies?
November	Meeting of the Higher Education Committee.
	Meeting of Primary and Early Years Education Committee.
	Meeting of the Common English Forum.
	Meeting of the Secondary and Further Education Committee.
	Meeting of the Finance Committee.
	Event: Connecting English and Maths (Shakespeare's Globe, London)
	Event: Reading in the Primary School: Picture books on sensitive and difficult topics
December	Meeting of the Board of Trustees.
	Meeting of the Fellowship Committee.
	Chair and CEO meet with Department for Education English Curriculum Policy team.
	Participation in University English OGM.
	Event: Speaking for English - Literature and the environment
	Event: Co-producing Research with Students: Digital Thomas Nashe

Committee reports

Publications Committee

Following the Strategic Review undertaken in 2022, 2023 saw the formation of a Publications Committee. Its remit is to maintain an overview of the content and professional standards of all EA publications, with responsibility for ensuring editorial and financial security, identifying opportunities for growth, and ensuring benefit to EA members and to the wider English community at all levels.

The Publications Committee will meet four times a year, the Chair reporting to the Board of Trustees. The core membership includes representatives of the three Education committees, who will report back to their committees. The Publications Committee will also liaise closely with the Finance Committee, whose Chair is a core member along with the CEO.

Three meetings per year, restricted to the core membership, will focus on strategy, finances, and oversight of the portfolio. One of the four meetings will involve an extended group comprising editors of EA publications as well as core members. This meeting will focus on support, good practice, and peer support for editorial teams.

Members (core):

Susie Nicklin - Chair
Alex Thomson - Deputy Chair
Zoë Hope Bulaitis
Becky Cole
Orietta Da Rold
Becky Fisher
Ella Taylor
Helen Wallace

Highlights of activities:

- Agreed to partner with NATE on English 4 - 11 to encourage more contributions and a wider distribution. This is in addition to the partnership with UKLA.
- Confirmed decision to discontinue Essays and Studies in order to boost submissions for English, whose guest-edited special issues serve similar purposes.
- Received documents from OUP regarding contract renewal with the EA and future projections. The complex issues involved will be considered in detail by a working group, in liaison with the Finance Committee.

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

OBJECTIVES AND ACTIVITIES

Higher Education Committee

Members:

Jenny Richards	Chair - Newcastle University/University of Cambridge
Joe Barber	Manchester Metropolitan University
Alex Thomson	University of Edinburgh
Antony Rowland	Manchester Metropolitan University
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 Halliwell	University of Leicester
Nicole King	University of London
Rick Rylance	School of Advanced Studies, University of London
Robert Eaglestone	Deputy Chair - Royal Holloway, University of London
Anshuman Mondal	University of East Anglia
Andrea Macrae	Oxford Brookes University
Katherine Baxter	Northumbria University
Jerome de Groot	University of Manchester
Elsbeth Jajdelska	Strathclyde University
Suzy Joinson	Chichester University
Gail Marshall	University of Reading
Bronwen Price	Independent scholar
Lynda Pratt	University of Nottingham
Richard Stacey	Glasgow University
Nathan Waddell	University of Birmingham
John Wrighton	Independent scholar

Highlights of activities:

- The HEC took part in three meetings with colleagues from University English and the Institute for English Studies, to explore why English suffers from a low public profile, and what this group could do about it. After three meetings, the group was dissolved; representatives from each organisation continue to meet termly to support collaborative work.
- With SFEC, the HEC started a new project, Skills for the Future of English.
- Alongside the IES, UE, Edinburgh University, Reading University, and Newcastle University, the HEC started a project to change the data culture in UK HE, working with SUMS Consultancy to produce a report and data dashboard on applications/recruitment.
- Colleagues from HEC (Alex Thomson, Jenny Richards, and Greg Walker) supported the British Academy's deep dive into English.
- The HEC supported the UE #EnglishCreates campaign.
- The HEC offered support to the English editorial team, following a strategic review of the EA's publications portfolio by Alex Thomson and Susie Nicklin.
- Andrea Macrae mapped the landscape of learned societies in the UK and beyond; Bob Eaglestone and Andrea Macrae hosted the first annual meeting of these learned societies in May 2023
- The HEC continued the Speaking for English event series, which promotes understanding of the impact of English Studies, and draws upon and showcase REF2021 impact case studies.
- The HEC continued to support the Decolonising the Discipline initiative.

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

OBJECTIVES AND ACTIVITIES

Secondary and Further Education Committee

Members:

Elizabeth Draper	Chair - consultant
Hollie Barnes Lomax	Deputy Chair - Cambridge Regional College
Tracey Maloney	Consultant
Malcolm Hebron	Winchester College/retired
Brenda Marshall	Primary-Secondary Education Committee liaison
Sarah Mullin	Priory School, Edgbaston
Rob Penman	Katharine Lady Berkeley's School, Gloucester/retired
Angela Rodrigues	The Cotswold School
Joe Barber	Manchester Metropolitan University
Freddie Baveystock	Harris Westminster Sixth Form
Chris Green	Perse School Cambridge
Matt Carnaby	Inspiration Trust
Ella Taylor	Harris Westminster Sixth Form
Jo Heathcote	Consultant
Joan Foley	Lecturer in Arts and Humanities (Open University)

Highlights of activities:

- The SFEC continued building collaborative networks, developing links with partners in the Poetry By Heart consortium, the English Speaking Union, the Teenage Reading project at Royal Holloway, University of London, the British Educational Research Association (BERA), and LoveReading.
- Exam Boards: Attended the OCR and AQA consortium meetings, representing the EA's view, with a view to further work with Exam Boards
- SFEC supported the Skills for the Future of English project, including surveying 100+ students
- ED and BF represented the EA and SFEC on the Poetry By Heart consortium
- The SFEC supported a working group on GCSE reform, led by Bob Eaglestone
- The SFEC supported a new project to improve life chances through literacy, the FE Literacy Movement
- The SFEC launched a new event series, Expert by Experience, designed to support trainee teachers
- JB participated in a Department for Education working group, advising on the development of a new Teacher Degree Apprenticeship
- The SFEC supported the recruitment of the next co-editor for The Use of English.
- The SFE developed a series of focused talking points, to equip EA leadership with the information needed to represent the SFE constituency in conversations with government and policy makers.

Primary and Early Years Education Committee

Members:

Kirstie Hewett	Chichester University - School Improvement Specialist
Sonia Carvell	Primary Teacher
Brenda Marshall	Primary-Secondary Education Committee liaison
Nicky Potter	Independent publicist
Megan Dixon	Consultant
Rebecca Smith	Learning and Participation Manager, Cheltenham FestivalReading development & children's book consultant, critic, author, blog editor Youth
Jake Hope	Libraries Group, Chair YOTO Carnegies Working Party
Chris Brown	Primary Teacher
Suzanne Hughes	Primary Teacher

Changes to membership: Ros Harding stepped down from the Committee. Chris Brown and Suzanne Hughes joined the Committee.

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

OBJECTIVES AND ACTIVITIES

Highlights of activities:

- Due to the welcome addition of new members across the year, The PEYEC now covers expertise in working in MATs, consulting, teaching, research, publishing, independent schools, libraries, awards, festivals, and Reading for Pleasure.
- The PEYEC launched a new event series, Reading in the Primary School, which showcases books shortlisted for the English 4-11 Picture Book Awards
- The PEYEC initiated a monthly news update for primary and early years members
- The PEYEC developed a series of focused talking points, to equip EA leadership with the information needed to represent the PEYE constituency in conversations with government and policy makers.

Fellowships

The new Fellows of the English Association were honoured at the Awards Ceremony following the Annual General Meeting on 25 May 2023:

Dr Freddie Baveystock
Professor Katherine Baxter
Dr Elizabeth Cook
Professor Katharine Craik
Professor Hannah Crawforth
Professor Jonathan Culpeper
Dr Fiona Douglas
Professor Jess Edwards
Dr Dimitra Fimi
Tony Frazer
Martin Galway
Professor Sebastian Groes
Dr Malcolm Hebron
Birna Helgadottir
Professor Ian Johnson
Ali Mawle
Professor Pramod K. Nayar
Professor Fiona Robertson
Professor Sebastian Sobecki
Professor Scott Thurston
Professor Sue Vice
David Whitley
Dr Catherine Wynne

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

OBJECTIVES AND ACTIVITIES

Awards and prizes

The following were awarded at the Awards Ceremony on 25 May 2023:

The Fellows Award

Dr Pauline Mackay, University of Glasgow

Dr Tiago Sousa Garcia, Newcastle University

The Beatrice White Prize

The Beatrice White Prize is awarded to Dr Mark Atherton, for his publication *The Battle of Maldon: War and Peace in Tenth-Century England* (Bloomsbury, 2021).

English Postgraduate Essay Prize

Winner: Georgie Walton, for her essay 'Emerson and the Lyric Essay in Maggie Nelson's *Bluets*'

Runner-up: Minh Vu, for their essay 'Leftover Liquids and The Moisture of Mourning and Melancholia in Ocean Vuong's *On Earth We're Briefly Gorgeous*'

Runner-up: William Taylor, for his essay 'A benevolent technology': *Desiring-production and the Petromodern Death Drive in J. G. Ballard's Crash*

English 4-11 Picture Book Awards

Non-fiction 7-11

Real-Life Dragons And Their Stories Of Survival by Anita Ganeri and Jianan Liu (Hachette Children's Group)

Non-fiction 4-7

Invertebrates Are Cool! by Nicola Davies and Abbie Cameron (Graffeg)

Fiction 7-11

Paradise Sands by Levi Pinfold (Walker Books)

Fiction 4-7

Flooded by Mariajo Ilustrajo (The Quarto Group)

The Margaret Mallett Award for Children's Non-Fiction

Narwhal: The Arctic Unicorn by Justine Anderson and Jo Weaver (Walker Books)

The Betty Haigh Shakespeare Prize

The Prize was awarded Lara Solie-Tuluie, for her essay 'We Need Shakespeare Now More Than Ever: How She's The Man Sheds Light on The Relevance of Twelfth Night Today'. This year the judges also selected a highly commended entry, Rebecca Khans' essay 'Oliver Parker: Bringing Othello to a Contemporary Audience'.

The Michael Murphy Memorial Prize Poetry Competition

The Prize was awarded to Layli Long Soldier for her collection *Whereas* (Picador).

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

FINANCIAL REVIEW

Financial position

The statement of financial activities for the year ended 31 December 2023 shows a surplus of incoming resources over resources expended for the year of £91,262 (2022: £82,322). Both 2023 and 2022 were significantly impacted by a revaluation of the pension scheme resulting in a credit of £20,508 in 2023 and a credit of £49,455 in 2022, as detailed in note 7. The Association's total reserves increased during the year from £131,690 to £222,952. Cash at bank and in hand at the end of the year was £284,405 (2022: £220,595).

Risk management

Trustees 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, trustees 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 2023 shows unrestricted reserves of £221,763. Restricted reserves relating to the various prize funds amount to £1,189. The Association's reserves therefore stood at £222,952 on 31 December 2023. The unrestricted fund includes tangible assets, debtors, cash in the bank and in hand.

It is the Association's policy to try to maintain reserves equivalent to six months' estimated expenditure; for 2024 this is forecasted to be in the region of £100,000. 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 (USS). Members of council have resolved to maintain a ring-fenced reserve of £50,000 to meet this potential obligation.

However, in the light of volatility seen in recent years with the revaluation of the USS resulting in significant movements in the Association's balance sheet, together with potential developments in the publication industry which may affect our future income, the current reserves balance is not considered excessive to ensure the continuing operation of the Association, including contractual commitments to its employees and to publishers, during any periods of economic uncertainty.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and was incorporated by Royal Charter.

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

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 a note 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 and responding to national issues regarding secondary and further education; the committee also advises the editors of The Use of English.

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 Editorial Board 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 2023 the Association was staffed as follows:

Chief Executive Officer, 0.8 FTE

Administration Officer, 0.5 FTE (1.0 FTE in Jan, Feb, Nov, and Dec)

Finance Officer, 0.4 FTE

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 Charity number

1124890

Principal address

Senate House
Malet Street
London
WC1E 7HU

THE ENGLISH ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

Trustees

Prof G Walker
Prof P Shaw
Prof M Halliwell
Prof J Richards
R Penman
S Nicklin Oxon
Prof D Duff
Dr N King (resigned 25.5.2023)
E Draper
L Lamb
T Maloney
H Wallace
Dr F M Douglas
Prof A J P Thomson
Prof A Mondal
K Hewett

Dr R Fisher is the Charity's Chief Executive Officer.

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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Leicestershire
LE1 7RU

BANKERS

Barclays Bank plc
2 Victoria Street
London SW1H 0ND

Scottish Widows Bank
PO Box 883
Leeds
LS1 9TY

Approved by order of the board of trustees on 9 May 2024 and signed on its behalf by:

Prof D Duff - Trustee

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

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

I report to the charity trustees on my examination of the accounts of The English Association (the Trust) for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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

9 May 2024

THE ENGLISH ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	3				
Advancing English		237,823	-	237,823	223,788
Investment income	2	2,117	-	2,117	367
Total		<u>239,940</u>	<u>-</u>	<u>239,940</u>	<u>224,155</u>
EXPENDITURE ON					
Charitable activities	4				
Advancing English		148,558	120	148,678	141,833
NET INCOME/(EXPENDITURE)		<u>91,382</u>	<u>(120)</u>	<u>91,262</u>	<u>82,322</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		130,381	1,309	131,690	49,368
TOTAL FUNDS CARRIED FORWARD		<u><u>221,763</u></u>	<u><u>1,189</u></u>	<u><u>222,952</u></u>	<u><u>131,690</u></u>

The notes form part of these financial statements

THE ENGLISH ASSOCIATION

BALANCE SHEET 31 DECEMBER 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	9	399	-	399	700
CURRENT ASSETS					
Debtors	10	56,141	-	56,141	47,551
Cash at bank and in hand		283,016	1,389	284,405	220,595
		<u>339,157</u>	<u>1,389</u>	<u>340,546</u>	<u>268,146</u>
CREDITORS					
Amounts falling due within one year	11	(17,073)	(200)	(17,273)	(15,928)
NET CURRENT ASSETS		<u>322,084</u>	<u>1,189</u>	<u>323,273</u>	<u>252,218</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>322,483</u>	<u>1,189</u>	<u>323,672</u>	<u>252,918</u>
NET ASSETS		<u>221,763</u>	<u>1,189</u>	<u>222,952</u>	<u>131,690</u>
FUNDS	12				
Unrestricted funds				221,763	130,381
Restricted funds				1,189	1,309
TOTAL FUNDS				<u>222,952</u>	<u>131,690</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 9 May 2024 and were signed on its behalf by:

Prof D Duff - Trustee

The notes form part of these financial statements

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011 and its Royal Charter. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemption 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 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 charity operates both a defined contribution scheme and a defined benefit scheme.

Defined contribution scheme: Contributions payable to the charity'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 2023

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

Defined benefit scheme: An actuarial valuation of the scheme is carried out by an independent professionally qualified actuary every three years.

The defined pension liability in the balance sheet comprises the present value of the liability to the scheme as shown in note 7.

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.

2. INVESTMENT INCOME

	2023	2022
	£	£
Deposit account interest	2,117	367
	<u>2,117</u>	<u>367</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2023	2022
		£	£
Subscriptions	Advancing English	92,082	91,319
Publications	Advancing English	140,174	128,853
Conference Income	Advancing English	2,206	3,185
Other	Advancing English	3,361	431
		<u>237,823</u>	<u>223,788</u>

4. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 5)	Totals
	£	£	£
Advancing English	111,344	37,334	148,678
	<u>111,344</u>	<u>37,334</u>	<u>148,678</u>

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2023

5. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Advancing English	<u>24,871</u>	<u>4,282</u>	<u>8,181</u>	<u>37,334</u>

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

Management

	2023 Advancing English £	2022 Total activities £
Rent, rates and insurance	7,700	9,104
Telephone	-	50
Postage and stationery	1,308	527
Sundries	4,434	1,319
Committee expenses	1,190	746
Computer costs	8,505	12,642
Prizes and awards	1,434	616
Recruitment	-	150
Depreciation of tangible and heritage assets	300	639
	<u>24,871</u>	<u>25,793</u>

Finance

	2023 Advancing English £	2022 Total activities £
Bank charges	403	796
Bookkeeping	3,879	3,233
	<u>4,282</u>	<u>4,029</u>

Governance costs

	2023 Advancing English £	2022 Total activities £
Legal and compliance fees	380	-
Consultancy and advice	5,095	-
Independent examiners remuneration	2,706	2,460
	<u>8,181</u>	<u>2,460</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2023

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2023 nor for the year ended 31 December 2022.

Trustees' expenses

There were trustees expenses of £2,759 (2022: £2,197) paid for the year ended 31 December 2023.

7. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	75,137	86,464
Social security costs	5,776	8,111
Other pension costs	(6,973)	(29,117)
	<u>73,940</u>	<u>65,458</u>

There was no remuneration or other benefits paid to the Key Management Personnel during the year ended 31 December 2023 nor for the year ended 31 December 2022.

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

	2023	2022
Charitable activities	<u>3</u>	<u>4</u>

No employees received emoluments in excess of £60,000 in the year ended 31 December 2023 nor in the year ended 31 December 2022.

Pension costs

The total pension credit in the profit and loss account was £20,508 (2022: £49,455).

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 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 in an alternative scheme. There is currently one employee enrolled in NEST.

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.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2023

7. STAFF COSTS - continued

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 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 ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2023

7. STAFF COSTS - continued

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 to 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 2023 show a decrease in comparison to 2022 with a £20,508 change in expected contributions.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - 31 DECEMBER 2022

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Charitable activities			
Advancing English	223,688	100	223,788
Investment income	367	-	367
Total	<u>224,055</u>	<u>100</u>	<u>224,155</u>
EXPENDITURE ON			
Charitable activities			
Advancing English	<u>141,813</u>	<u>20</u>	<u>141,833</u>
NET INCOME	82,242	80	82,322
RECONCILIATION OF FUNDS			
Total funds brought forward			
As previously reported	71,186	1,229	72,415
Prior year adjustment	<u>(23,047)</u>	<u>-</u>	<u>(23,047)</u>
As restated	<u>48,139</u>	<u>1,229</u>	<u>49,368</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>130,381</u></u>	<u><u>1,309</u></u>	<u><u>131,690</u></u>

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2023

9. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Office equipment £	Computer equipment £	Totals £
COST				
At 1 January 2023 and 31 December 2023	<u>2,597</u>	<u>3,572</u>	<u>50,837</u>	<u>57,006</u>
DEPRECIATION				
At 1 January 2023	<u>2,300</u>	<u>3,400</u>	<u>50,606</u>	<u>56,306</u>
Charge for year	<u>22</u>	<u>48</u>	<u>231</u>	<u>301</u>
At 31 December 2023	<u>2,322</u>	<u>3,448</u>	<u>50,837</u>	<u>56,607</u>
NET BOOK VALUE				
At 31 December 2023	<u>275</u>	<u>124</u>	<u>-</u>	<u>399</u>
At 31 December 2022	<u>297</u>	<u>172</u>	<u>231</u>	<u>700</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Prepayments and accrued income	<u>56,141</u>	<u>47,551</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Trade creditors	<u>6,334</u>	<u>712</u>
Other creditors	<u>10,939</u>	<u>15,216</u>
	<u>17,273</u>	<u>15,928</u>

12. MOVEMENT IN FUNDS

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	<u>130,381</u>	<u>91,382</u>	<u>221,763</u>
Restricted funds			
Beatrice White fund	<u>1,199</u>	<u>(100)</u>	<u>1,099</u>
Betty Haigh prize fund	<u>110</u>	<u>(20)</u>	<u>90</u>
	<u>1,309</u>	<u>(120)</u>	<u>1,189</u>
TOTAL FUNDS	<u>131,690</u>	<u>91,262</u>	<u>222,952</u>

THE ENGLISH ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2023

12. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	239,940	(148,558)	91,382
Restricted funds			
Beatrice White fund	-	(100)	(100)
Betty Haigh prize fund	-	(20)	(20)
	-	(120)	(120)
TOTAL FUNDS	239,940	(148,678)	91,262

Comparatives for movement in funds

	At 1.1.22 £	Prior year adjustment £	Net movement in funds £	At 31.12.22 £
Unrestricted funds				
General fund	71,186	(23,047)	82,242	130,381
Restricted funds				
Beatrice White fund	1,099	-	100	1,199
Betty Haigh prize fund	130	-	(20)	110
	1,229	-	80	1,309
TOTAL FUNDS	72,415	(23,047)	82,322	131,690

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	224,055	(141,813)	82,242
Restricted funds			
Beatrice White fund	100	-	100
Betty Haigh prize fund	-	(20)	(20)
	100	(20)	80
TOTAL FUNDS	224,155	(141,833)	82,322

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2023

12. MOVEMENT IN FUNDS - continued

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 2023 £200 (2022: £200) of prizes were unpaid relating to the years 2018 and 2019.

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.

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2023.

THE ENGLISH ASSOCIATION

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Investment income		
Deposit account interest	2,117	367
Charitable activities		
Subscriptions	92,082	91,319
Publications	140,174	128,853
Conference Income	2,206	3,185
Other	3,361	431
	237,823	223,788
Total incoming resources	239,940	224,155
EXPENDITURE		
Charitable activities		
Wages	75,137	86,464
Social security	5,776	8,111
Pensions	(6,973)	(29,117)
Conference expenses	2,155	420
Publication costs	35,249	43,673
	111,344	109,551
Support costs		
Management		
Rent, rates and insurance	7,700	9,104
Telephone	-	50
Postage and stationery	1,308	527
Sundries	4,434	1,319
Committee expenses	1,190	746
Computer costs	8,505	12,642
Prizes and awards	1,434	616
Recruitment	-	150
Fixtures and fittings	21	21
Office equipment	48	48
Computer equipment	231	570
	24,871	25,793
Finance		
Bank charges	403	796
Bookkeeping	3,879	3,233
	4,282	4,029

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 2023

	2023 £	2022 £
Finance		
Governance costs		
Legal and compliance fees	380	-
Consultancy and advice	5,095	-
Independent examiners remuneration	2,706	2,460
	<hr/>	<hr/>
	8,181	2,460
	<hr/>	<hr/>
Total resources expended	148,678	141,833
	<hr/>	<hr/>
Net income	91,262	82,322
	<hr/>	<hr/>

This page does not form part of the statutory financial statements